



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

FACULTY OF VETERINARY SCIENCE  
DEPARTMENT OF PARACLINICAL SCIENCES  
PROFESSOR / ASSOCIATE PROFESSOR AND HEAD OF DEPARTMENT (ONE POST)  
REF: 22261

*In pursuit of the ideals of excellence and diversity, the University of Pretoria wishes to invite applications for the above vacancy.*

*The University of Pretoria's commitment to quality makes us one of the top research Universities in the country and gives us a competitive advantage in international science and technology development.*

The Faculty of Veterinary Science invites applications from persons complying with the relevant requirements for the position of Head of Department.

#### RESPONSIBILITIES:

The successful candidate will be responsible for:

- The strategic and operational management of the Department;
- Planning and managing the academic and research programmes of the Department;
- Promoting academic excellence in teaching and research;
- Recruiting and managing staff of the Department and promoting their continuous development;
- Managing the Department's budget and raising funds for departmental activities;
- Aligning the vision and programme of the Department with the broader vision of the Faculty and the University;
- Providing and/or facilitating mentorship of young academics in the Department;
- Offering leadership in transformation initiatives.

#### MINIMUM REQUIREMENTS:

- A veterinary degree and registration with the SAVC or eligibility to register;
- A PhD appropriate to the disciplines within the Department;
- Recognised academic status in the paraclinical sciences through outstanding research and a strong publication record;
- Substantial and demonstrable experience in managing academic, research and technical support staff.

#### REQUIRED COMPETENCIES (SKILLS, KNOWLEDGE AND BEHAVIOURAL ATTRIBUTES):

- Excellent interpersonal, leadership, communication and negotiation skills;
- Experience in high-level liaison with internal and external stakeholder and professional bodies;
- Experience in grantsmanship;
- Managerial experience at a tertiary, research or diagnostic institution.

#### ADDED ADVANTAGES AND PREFERENCES:

- National Research Foundation (NRF) rating as a research scientist, or eligibility to apply for a rating.

The annual remuneration package will be commensurate with the incumbent's level of appointment, as determined by UP policy guidelines. UP subscribes to the BESTMED medical aid scheme and contributes 50% of the applicable monthly premium.

Applicants are requested to apply online, quoting the applicable reference number.

In applying for this post, please attach:

- A complete and updated Curriculum Vitae;
- A self-evaluation by the candidate, addressing each of the minimum requirements, competencies and added advantages for the position;
- The candidate's vision for the Department;
- Details of three contactable referees, including referees who can attest to the candidate's academic and/or leadership qualities.

Candidates may be expected to make a 15 minute presentation to the Appointments Committee on their vision for the Department.

By applying, candidates agree to the appointment process as set out in the relevant UP policy document. This process can be accessed at <http://www.up.ac.za/services/personnel/policies/w113E.doc>.

Although candidates will be appointed permanently as Professor or Associate Professor, the headship is a fixed-term appointment of four years. Preference will be given to the incumbent for re-appointment for a second term.

CLOSING DATE: 16 February 2016

No application will be considered after the closing date, or if it does not comply with at least the minimum requirements.

ENQUIRIES: Prof D Abernethy, Tel: (012) 529 8201

Should you not hear from the University of Pretoria by 30 April 2016 please accept that your application has been unsuccessful.

*The University of Pretoria is committed to equality, employment equity and diversity.*

*In accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets, preference may be given, but is not limited to candidates from under-represented designated groups.*

*All candidates who comply with the requirements for appointment are invited to apply.*

*The University of Pretoria reserves the right not to make an appointment to the posts as advertised.*