

JOB DESCRIPTION

REFERENCE NUMBER: AP 587

JOB TITLE: Associate Professor: Accounting

LOCATION: Rhodes University, Grahamstown

BACKGROUND TO POSITION: **Focus:**
The continuing development of academic competence and achievement, with emphasis on Research.

All academics are responsible for the dissemination of knowledge (teaching and learning), creation of knowledge (research) and community engagement, recognising that there are differences in the execution of these responsibilities within the various departments and Faculties. Academics are also expected to assume some administrative, management and/or leadership duties at the departmental, Faculty and/or University level.

In addition, an Associate Professor is to provide academic leadership in the following areas: teaching and learning; research and community engagement as well as to contribute towards the governance of the institution.

KEY PERFORMANCE AREAS:

Teaching and Learning including:

For those who have worked in academia, the traditional forms of evidence of teaching and learning will be required.

For those who have not worked in academia, up to and including the post of senior lecturer, evidence of training and/or mentoring others shall suffice as evidence for teaching and learning. In addition, professional practice shall be regarded as important.

1. Engaging in curriculum development
2. Facilitation of learning
3. Assessment of learning
4. Evaluation of teaching
5. Support of students in their studies
6. Supervision of post-graduate students (where the person has the appropriate qualification to do this)

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7. Assume leadership responsibilities as they related to teaching and learning.

Research including: -

In the Department of Accounting, for those already in academia, research shall include: -

- i) updating of teaching to incorporate current legislative and professional requirements; and
- ii) papers written for professional journals and public presentations interpreting new developments. Notwithstanding this, some academic research is also required.

For those coming into academia for the first time, research shall include: -

- i) updating of work to incorporate current legislative and professional requirements;
- ii) papers written for professional journals and public presentations interpreting new developments;
- iii) industry reports based on research conducted into an area.

Notwithstanding this, once employed as an academic, academic research shall be required.

1. Undertaking independent research and publishing research
2. Participating in national and/or international fora to share research results
3. Identifying and accessing funding sources to support own and where feasible, student research
4. Assumes leadership responsibilities as they relate to research

Community Engagement including:

This may be associated with teaching and learning through credit bearing service learning (SL) courses or non-credit bearing community engaged learning activities, or associated with research through engaged research. (see

<http://www.ru.ac.za/communityengagement/>

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Administrative and/or leadership responsibilities may include: -

1. Assuming administrative and/or leadership duties in the department such as course co-ordinator; co-ordination of particular programmes e.g. PhD, Masters programmes; co-ordination of particular research projects; tutor selection and co-ordination.
2. Serving on departmental, faculty and/or University committees.

For Associate Professors and Professors *Intellectual and academic leadership including: -*

1. Contributing to the positioning of the department in the national and international milieu with particular reference to the strategic imperatives of the Faculty and University;
2. Ensuring awareness of the changes, challenges and opportunities within the HE sector, strategic imperatives of the institution and exploring what this means for one's own academic department and supporting the HoD in the implementation of necessary changes at the departmental level;
3. Providing intellectual academic leadership in terms of the department's teaching and learning, research and/or community engagement activities;
4. Assisting in the conceptualisation, interrogation, implementation and review of academic standards, processes and systems at the level of the department;
5. Assisting the HoD with the support, guidance and development of those new to academia and/or to Rhodes University;

INHERENT CRITERIA:

- Either CA + Masters' degree in Accounting, Auditing, Taxation or Management Accounting and Finance or equivalent, or PhD in Accounting, Auditing, Taxation or Management Accounting and Finance or equivalent
- Professional experience in Accounting, Auditing, Taxation or Management Accounting and Finance or equivalent
- Considerable teaching experience at the undergraduate and post graduate levels required including Master's and PhD levels.

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- Emerging national profile in discipline
- Academic experience: Experience in teaching in the following disciplinary areas:
Accounting, Auditing, Taxation or
Management Accounting and Financial
Management
- Research supervision of at least Master's degrees required (preferably PhDs).
- Track record of administration, management and/or leadership roles (leadership roles may be informal)

APPLICATION REQUIREMENTS:

- A letter of motivation.
- A comprehensive CV.
- An abridged CV.
- Names and contact details for at least 3 referees.
- Certified copies of matric and degree certificates and Identity Document.

To apply please forward your application quoting reference number **AP587** to Genevieve Michel c/o info@talenting.co.za