

University of KwaZulu-Natal is committed to meeting the objectives of Employment Equity to improve representativity within the Institution. Preference will be given to applicants from designated groups in accordance with our Employment Equity Plan

Applications are invited from permanent UKZN ACADEMIC staff members within the School of Commerce

COLLEGE OF LAW AND MANAGEMENT

**HEAD OF DISCIPLINE (NUMBER OF POSTS)
(THREE-YEAR APPOINTMENT, 50% FRACTIONAL)
SCHOOL OF COMMERCE
WESTVILLE/ HOWARD COLLEGE/PIETERMARITZBURG CAMPUS**

REFERENCE NUMBER: SOC80/2025

The School of Commerce seeks to appoint a senior scholar as Head of Discipline in the following areas:

- Accounting
- Economics
- Finance
- Management

The Head will be responsible for academic leadership in one of the above disciplines, including line-management of academic members of the discipline.

The Head of Discipline will be a member of the School Management Committee.

The incumbent will liaise with internal (Structures, Leadership, Academics and Professional Services staff) and external stakeholders (industry, accreditation bodies, community, academic).

DUTIES and RESPONSIBILITIES:

1. Academic Leadership

- Provide strategic Teaching and Learning, Research and Higher Degrees leadership for the discipline.
- Direct and improve the academic contribution of the discipline through its modules and curricula to the qualifications of which it is a part.
- Lead discipline level planning for staffing, succession, recruitment and sabbatical planning.
- Lead staff support and development in the discipline.
- Represent the School on relevant, College and Senate committees, if needed.
- Implement School Management Committee decisions, and contribute to implementing university strategy at the discipline level.
- Protect the quality and integrity of postgraduate qualifications in the discipline.
- Represent the Discipline as a standing member of the School Board

2. Administration

- Represent the Discipline as a standing member of the School Management Committee, the School Teaching and Learning Committee and the School Higher Degrees Committee.

- Report to School Management Committee, School Board and other structures.
- Oversee any budget devolved or allocated to the discipline.
- Hold and chair regular (at least quarterly), meetings of the discipline.
- Line manages academic staff in the discipline.
- Ensure timely, equitable and balanced teaching allocation.
- Ensure that required discipline representative roles on school and other structures are filled.
- Carry out functions specified in policies, including functions assigned to the role of 'Academic Leader for Discipline' or 'Academic Leader for Cluster'.

The incumbent will report to the Dean and Head of School.

Minimum Requirements:

- A relevant Doctoral degree
- Associate Professor or above, in the discipline
- In exceptional cases where there are no academic members of staff at the level of Associate Professor or above, candidates at the level of Senior Lecturer in the discipline, or Full Professors in another discipline in the school will be considered for a 1-year term with the approval of the College DVC

Applicants should have:

- A track record of achievement in scholarship in the discipline appropriate to the rank of Associate or Full Professor. In exceptional cases where there are no staff members at the level of Associate Professor or higher in a discipline, staff at Senior Lecturer level in the discipline with an excellent track record of achievement in scholarship, and Full Professors from other disciplines in the school will be considered.
- Good administrative, communication organisational and time management skills
- Ability to work with and in a team
- Ability to interact well with and motivate staff and students
- Understanding of the higher education environment.
- At least two years of experience with UKZN policies and processes.
- Well informed understanding of personal, social and financial constraints faced by UKZN students.

Advantage:

- Experience in development and/or management of academic programmes.

REMUNERATION: A non-pensionable allowance as approved by the University.

Enquiries and details regarding this post, as well as requests for a job profile may be directed to the Dean and Head of School on mutula@ukzn.ac.za

Interested applicants are required to submit a letter of application & CV via email – recruitment-soc@ukzn.ac.za

The closing date for receipt of applications 12 December 2025.