



VACANCY NOTICE

Applications are invited from suitably qualified and experienced candidates for the following posts:

1. VICE-CHANCELLOR'S OFFICE

1.1 Quality Assurance Directorate

Institutional Analyst (1 Post)

Qualifications and Experience

- At least a Master's Degree from a recognised institution.
- At least one year working experience at a Higher Education institution.
- Strong Appreciation of statistics and higher education quality assurance systems.
- A qualification in Higher Education is an added advantage.

Duties and Responsibilities

- Institutional data collection and analysis.
- Advise University community on quality assurance matters.
- Develop quality assurance policies and guidelines.
- Develop evaluation instruments.
- Carry out institutional and programme audit.
- Participate in academic programme development, accreditation and approval process.
- Research on Quality Assurance.

1.2 Internal Audit Section

Senior Internal Auditor (1 Post)

Qualifications and Experience

The ideal applicants must possess the following qualifications:

- Degree in Accounting, CIS, CIMA, ACCA or equivalent.
- A Masters' Degree in Accounting is an added advantage.
- At least five (5) years' experience in Auditing, two (2) years of which should have been at senior level.

Duties and responsibilities

- Evaluation of systems and internal controls and recommending improvements;
- Managing and allocating duties to Internal Auditors;
- Supervision and training of subordinates;
- Assisting the Chief Internal Auditor in assessing organisational risk and compliance with relevant policies and procedures;

- Assisting the Chief Internal Auditor in evaluating the risk management process, preparation of annual audit plan, quarterly reports, audit programmes and conducting complex investigations;
- Review of systems and controls.
- Audit and investigations.

1.3 Information and Communication Technology Services (ICTS)

1.3.1 Chief Technician (1 Post)

Qualifications and Experience

- Applicants must have an Honours Degree in Computer Science or its equivalent with five years relevant experience. A Master's degree would be an added advantage. In-depth knowledge of WAN, LAN, TCP/IP, Firewalls, Routers, Switches and troubleshooting skills. The candidate should have a working knowledge of Linux and virtualization applications and exhibit outstanding organisational and time management skills, be an analytical thinker and problem solver.

Duties and responsibilities

- Plans and installs all cabling and electronic network communications equipment infrastructure.
- Configuration of proxy, mail and webservers.
- Manage, maintain, upgrade, and monitor the enterprise network;
- Maintain comprehensive records and documentation for all applications and fault reports.
- Maintain a close cooperation and liaison with external service providers;
- Supervises network technicians and other junior staff members.
- Advise the Technical Manager on network issues.

1.3.2 Software Developer (2 Posts)

Qualifications and Experience

- Applicants must have an Honours Degree in Computer Science or its equivalent with two years of relevant experience. The candidate must have experience working with Agile software development methodologies, a good working knowledge of C#, Java Linux and PHP. The candidate must exhibit outstanding organisational and time management skills, be an analytical thinker and problem solver.

Duties and responsibilities

- Researching, designing, developing computer applications for the University;
- Participating in programming activities, monitoring and evaluating key system performance.
- Analyse user requirements and convert requirements to design documents;
- Participates in the full systems development life cycle;
- Evaluating system performance, designing and implementing new programs and features;
- Works with the Systems Engineer to resolve complex technical design issues;
- Integrate software components and third-party programs.

1.3.3 Technician (1 Post)

Qualifications and Experience

- Applicants must have an Honours Degree in Computer Science or its equivalent with one year relevant experience. In-depth knowledge of computer systems, networks, software support and troubleshooting skills. The candidate should have a knowledge of Linux and virtualization applications and exhibit outstanding organisational and time management skills, be an analytical thinker and problem solver.

Duties and responsibilities

- Maintaining systems and networks for the organisation.
- Implements and supports PC applications such as word processors, spreadsheets, database management systems, e-mail and other desktop applications.
- Diagnosing software and hardware faults and testing.
- Troubleshooting for software problems such as e-mail, enterprise systems and making necessary fixed and recommendations.
- Installing, updating and upgrading configurations of operating systems and software.
- Provide user support and training.

1.3.4 Technician, Computer Networking (1 Post)

Qualifications and Experience

- Applicants must have an Honours Degree in Computer Science or its equivalent with one year relevant experience or a Higher National Diploma in Computer Science or its equivalent with three (3) years relevant experience. In-depth knowledge of WAN, LAN, TCP/IP, Firewalls, Routers, Switches and troubleshooting skills. The candidate should have a working knowledge of Linux and virtualization applications and exhibit outstanding organisational and time management skills, be an analytical thinker and problem solver.

Duties and responsibilities

- Designing and installing well-functioning computer networks, connects and cabling;
- Performing troubleshooting to system failures and identify bottlenecks to ensure long term efficiency of network;
- Configures servers for electronic mail and other data sharing applications.
- Assist the Network Engineer in analysing, designing and implementation of campus networks,
- Installation of all cabling and electronic network communications equipment infrastructure;
- Server and router configuration;
- Maintaining computer networks, diagnosing network faults and fixing them;
- Maintain comprehensive records and documentation for all applications and fault reports;
- Provide user support.

1.4 Physical Planning, Works and Estates

Estates Officer (1 Post)

Qualifications and Experience

- A Diploma in Real Estate Management, Town Planning or an equivalent qualification.
- Over three (3) years post qualification experience.
- Basic knowledge of budgeting and finance would be an added advantage.

Duties and responsibilities

- Lease administration (Drawing up leased and getting them signed).
- Property Real Estate Management.
- Preparing monthly rent payment vouchers for leased premises (receiving and analysing rent invoices, basic rent invoices and operation costs invoices before payments are effected).
- Receiving basic services invoices such as water and owners rates bills from Local Authorities and preparing payment vouchers for the same.
- Liasing with property owners on tenancy issues in relation to lease contracts and leased properties.
- Valuations of properties, any type be it rent valuations, open market valuations (acquisition or disposal, insurance, statutory, market surveys, etc.)
- Communicating with various University departments on defects of moveable and fixed installations in the leased premises and attending to such queries.
- Supervising the maintenance team, Carpenters and Plumbers (repairs, modifications, partitioning, plumbing repairs etc.)
- Secretarial duties for the Bulawayo office for the department.
- Liasing with the Procurement department on material needed for repairs and other construction.
- Assisting and advising the Director on Real Estate issues.
- Assists the Projects Officer in managing the institution's properties.
- Performs any other job related duties as assigned by the Supervisor.

1.4.2 Grounds Person/General Hand (2 Posts)

Qualifications

- Five (5) Ordinary Level passes including English Language.

Duties and responsibilities

- Cleaning and maintenance of university's yard.
- Planting and watering flowers and lawns.
- Sweeping and cleaning yard and roofs.
- Cutting grass.
- Landscaping.
- Operating and maintaining departmental tools and equipment.
- Perform other job related duties as required by the supervisor.

2. REGISTRAR'S DEPARTMENT

2.1 Senior Assistant Registrar, Central Services Section (1 Post)

Qualifications and Experience

- A relevant Master's Degree or equivalent plus two years relevant experience or a relevant first degree or equivalent plus five(5) years post qualification experience.

Duties and responsibilities

- Setting up control of bookings of meetings venues.
- Organising teaching and examination venues.
- Setting up control of classroom furniture.
- Setting up control of cleaning and messenger services.
- Setting up control of internal and external mail services.
- Setting up control of central service purchases.
- Keeping inventory of items/ equipment and control of stock in the section.
- Setting up control of telephone and fax services.
- Setting up control of photocopying services.
- Performs other job-related duties as required.

2.2 Legal Officer (1 Post)

Qualifications and Experience

- Bachelor of Laws (LLB) degree.
- Master of Laws (LLM) in commercial law will be an added advantage.
- Experience in, or understanding of, the public sector and/or higher education environment with at least 5 years in a senior management position.
- Familiarity with the governance and administrative structures of the Lupane State University or a comparable higher education institution and how legal issues can affect a University.
- Significant leadership experience managing the work of legal practitioners and other professionals and/or in the representation of large, complex, and highly decentralised organisational clients with multiple stakeholder groups.
- Proven success in providing legal guidance in the context of complex organisations and a deeply held commitment to, and belief in, the value of collaborative decision-making.
- Ability to work collaboratively and communicate effectively with multiple and diverse constituencies, such as faculty, staff, students, legislators, corporate partners, community leaders, the public, alumni, donors, and labour association leaders.
- High ethical standards with a strong commitment to the legal ethics exhibited in the knowledge and practise, and professional responsibility.
- Exceptional analytical, interpersonal, and written and communication skills.
- Sound judgment and personal and professional integrity.

Duties and responsibilities

- Provide expert and strategic legal advice to the University's Principal Officers and Council.
- Establishing internal controls to evaluate and protect the University's legal interests and reduce its legal risks.
- Negotiating and drafting agreements that minimize risks and maximize legal rights.
- Represent, together with the University proctors, the University in internal proceedings before the Staff Disciplinary Committee and Student Disciplinary Committee.
- Keep abreast of legislative changes.
- Subject to direction of the University Registrar, the Legal Officer is responsible for resolving all legal claims and initiating and appealing all lawsuits and administrative proceedings.
- Subject to the direction of the University Registrar the Legal Officer manages outside counsel budgets, issues contracts for legal services, and retains outside counsel on behalf of all University units.

Key Leadership Competencies

- Innovate.
- Drives efficiency and effectiveness.
- Thinks strategically.
- Align resources.
- Selects and develops talent.
- Motivates and inspires others.
- Builds relationships.
- Resiliency and courage.
- Operates with integrity.
- Learns and adapts.
- Creative problem solver who develops win-win solutions.

2.3 Deputy Registrar, Academic Affairs (1 Post)

This is a senior position which requires a highly qualified individual with top organisational skills. The successful candidate will report directly to the Registrar and should have a deep understanding and knowledge of the university administration and operations.

Qualifications and Experience

- A minimum of a Masters' degree in any Administration related discipline.
- Six (6) years relevant post qualification experience of which five (5) years must be in university academic administration as a Senior Assistant Registrar or at a Senior Management Level.
- Applicants with a doctorate degree will have an added advantage.
- The applicant should have an in-depth knowledge of University Academic Committees, University Student Administration, Examination and Graduation processes, systems, policies and procedures.
- Competence in University Information and Communication Systems (ICT) is essential.
- The applicant must possess communication, interpersonal and leadership skills.

Duties and Responsibilities

Reporting to the Registrar, the incumbent shall be responsible for assisting in the following areas:

- Supervising the process of student admissions, registrations, records and examinations;
- Ensuring the integrity, accuracy, and security of all academic records of current and former students;
- Building secure student data files and set policy and procedure for their responsible use;
- Developing, interpreting and enforcing policies and regulations on academic affairs;
- Monitoring the University's long and short term plans in accordance with its strategy;
- Developing the academic registry departmental budget;
- Maintaining up-to-date course schedules, catalogues and final examination schedules;
- Managing the efficient use of classrooms;
- Supervising and maintaining the degree audit systems;
- Supervising the processes for the articulation of transfer credits, graduation and certification of bachelors and masters degrees, enrolment and degree verification, production of official transcripts, and diplomas;
- Counseling/advising students and staff on academic matters;
- Maintaining contacts with business and all stakeholders whose functions and operations directly interface on the work of Lupane State University;
- Supervising functions of Faculty Administrators;
- Servicing of Committees of Council and Senate; and
- Any other duties as assigned from time to time.
- Implementing of academic administrative policies and regulations in accordance with the University's broad strategy and the Ministry 5.0 model;
- Any other duties as assigned from time to time.

3. BURSAR'S DEPARTMENT

3.1 Deputy Bursar (Accounting & Systems Development)

Qualifications and Experience

- A Master's Degree in Accounting or equivalent plus six (6) years' post qualification experience and a first degree in accounting;
- Should have six (6) years' experience at senior managerial level in either public or commercial sector;
- Should be able to manage the financial affairs of the University by producing management reports;
- Membership from a professional institution is a pre-requisite;
- Knowledge of a computerised accounting systems or packages;
- Should have a sound knowledge of International Accounting Standards and IFRS.

Duties and Responsibilities

The successful candidate would be responsible for:

- Managing the financial affairs of the institution including cashflow;
- Implementation of sound accounting policy and procedures;
- Ensuring compliance and adherences to laws, financial regulations and procedures;

- Developing and managing annual budgets and performance targets for the University;
- Administration of students system, students accounts and sound cash collection methods;
- Supervision and management of staff and have and safeguarding asset and; implementing a sound recording system;
- Preparation of periodic and annual audited financial statements;
- Providing information and access to accounting records as required by External Auditors;
- Management of departmental Information System;
- Liaison with External Auditors.

4 FACULTY OF AGRICULTURAL SCIENCES

4.1 Department of Crop and Soil Sciences, Irrigation Engineering

Lectureship/Senior Lectureship/Associate Professor/Professor (1 Post)

Irrigation Engineering

Qualifications and Experience

- Ideally, the successful candidate should possess a Masters' Degree in Irrigation Engineering, Irrigation Water Management, Water Resources Management or related field with a merit or better and a Bachelor of Science Honours degree in Irrigation Engineering, Irrigation Water Management, and Water Resources Management with a grade 2.1 or better. A PhD in Irrigation Engineering, Water Resources Management or related field and teaching experience at tertiary level would be an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise students' research/design projects and teach at least four modules in one of the following areas: Engineering Mechanics, Fundamentals of Electrical Engineering, Computer aided Drawing, Electrical Power Systems, Pump Technology, and Engineering Materials.
- Teach undergraduate and postgraduate levels;
- Supervising undergraduate and postgraduate research projects;
- Participating in outreach programmes related to Irrigation Engineering;
- Sourcing research funding for the Department;
- Conduct and publish research.

Personal Attributes

The Department places high priority on individuals who can work well in a team environment. Candidates should possess good communication and interpersonal skills. A good command of both oral and written English is essential. Candidates must also be;

- Able to contribute significantly to the teaching, research and curriculum development.
- Able to supervise graduate students.
- Student centred.

4.2 Department of Crop and Soil Sciences

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professor/Professor/ (1 Post)

Food Science and Products Processing

Qualifications and Experience

- Ideally, the successful candidate should possess a Masters' Degree in Food Science, Food Science and Nutrition, Food Engineering and Food Technology or related field with a merit or better, and a Bachelor of Science Honours Degree in Food Science, Food Science and Nutrition, Food Engineering and Food Technology with a grade 2.1 or better. A PhD in Food Science and Nutrition or related field and teaching experience at tertiary level would be an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise students' research projects and teach at least three modules in one of the following areas: Food Chemistry, Alcohol Technology, Sugar Technology, Fats and Oils, Food Quality, Assurance and Regulations.
- Attract and manage research grants;
- Participation in outreach activities in the food production sector;
- Participation in income generation;
- Ability to innovate and facilitate service delivery.

Personal Attributes

The Department places high priority on individuals who can work well in a team environment. Candidate should possess good communication and interpersonal skills. A good command of both oral and written English is essential. Candidates must also be;

- Able to contribute significantly to the teaching, research and curriculum development.
- Able to supervise graduate students.
- Student centred.

4.3 Department of Crop and Soil Sciences

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professor/Professor (1 Post)

Horticulture and Landscaping

Qualifications and Experience

- Ideally, the successful candidate should possess a Masters' Degree in Horticultural Sciences or related field with a merit or better and a Bachelor of Science Honours Degree in Horticultural Sciences or related field with a 2.1 or better. A PhD in Horticultural Sciences or related field will be an added advantage

Duties and Responsibilities

- The candidate should be able to supervise post graduate and undergraduate students' research projects and teach at least three modules in one of the following areas: Amenity Horticulture, Landscape Design I and II, Floriculture, Plantation Production and Olericulture.
- Attract and manage research grants;
- Participating in outreach activities in the Horticultural Production sector;
- Participation in income generation;
- Ability to innovate and facilitate service delivery.

Personal Attributes

The Department places high priority on individuals who can work well in a team environment. Candidates should possess good communication and interpersonal skills. A good command of both oral and written English is essential. Candidates must also be;

- Able to contribute significantly to the teaching, research and curriculum development.
- Able to supervise graduate students.
- Student centred.

4.4 Department of Crop and Soil Sciences

Lectureship/Senior Lectureship/Associate Professor/Professor (1 Post)

Applied Biotechnology

Qualifications and Experience

- Ideally, the successful candidate should possess a Masters' Degree in Biotechnology or related field with a merit or better, and a Bachelor of Science Honours Degree in Biotechnology or related field with a 2.1 or better. A PhD in Biotechnology or related field and teaching experience at tertiary level would be an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise Post graduate and undergraduate students' research projects and teach at least three modules in one of the following areas: Molecular Biology; Animal Biotechnology; Environmental Biotechnology; Bioremediation; Biopolicy; Biosafety and Bioethics; Food Biotechnology and Product Development;
- Attract and manage research grants;
- Participation in outreach activities in the Biotechnology sector;
- Participation in income generation;
- Ability to innovate and facilitate service delivery.

Personal Attributes

The Department places high priority on individuals who can work well in a team environment. Candidates should possess good communication and interpersonal skills. A good command of both oral and written English is essential. Candidates must also be:

- Able to contribute significantly to the teaching, research and curriculum development.
- Able to supervise graduate students and student centred.

5. FACULTY OF COMMERCE

5.1 Department of Business Management

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (3 Posts)

Supply Chain Management

Qualifications and Experience

- Applicants must hold a Master's Degree in Purchasing and Supply Chain Management and a Bachelor of Commerce Honours Degree in Procurement/Supply Chain Management or related area, passed with at least an upper second (2.1). A PhD in Supply Chain Management or industrial/teaching experience will be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on any five of the following subject areas: Supply Chain Risk Management, Transport Economics, Principles of Procurement, Principles of Logistics and Transport, Customs Practice and Documentation, Commercial Law, Contract and Relationship Management, Passenger and Cargo Management, Global Sourcing Inventory, Stores and Warehouse Management, Project Management, Port Management and Shipping.
- Participating in community outreach activities.
- Participating in income generating activities.
- Conducting research.
- Production of goods and services.

5.2 Department of Business Management

Teaching Assistant (1 Post)

Supply Chain Management

Qualifications and Experience

- Applicants must hold a good Bachelor of Commerce/BSc Honours degree in Supply Chain Management or equivalent with at least an upper second class (2.1) or better. A Master's Degree in Procurement or Supply Chain Management or related field would be an added advantage.

Duties and Responsibilities

- Applicants must be able to tutor in any of the following courses in Purchasing and Supply Management; Public Procurement, Storage and Inventory Management, Transport and Logistics Management, Customs and Port Management and Supply Chain Risk Management.
- Successful participating in community outreach activities.
- Participating in income generating activities.
- Conducting research.
- Innovation and production of goods and services.

5.3 Department of Business Management

Teaching Assistant (1 Post)

Entrepreneurship and Business Management

Qualifications and Experience

- Applicants must hold a good Bachelor of Commerce/BSc Honours degree in Entrepreneurship passed with at least an upper second class (2.1) or better. A Master's Degree in Entrepreneurship, Business Innovation or related subject area will be an added advantage.

Duties and Responsibilities

- Applicants must be able to tutor in any of the following courses: Principles of Management, Business and its Environment, Principles of Entrepreneurship, Production and Operations Management, Strategic Management, Small business Management, New Product development and Venture Creation.
- Participating in community outreach activities.
- Participating in income generating activities.
- Conducting research and production of goods and service.

5.4 Department of Business Management

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Marketing

Qualifications and Experience

- Applicants must hold a Master's Degree in Marketing Management/Marketing Strategy and a Bachelor of Commerce Honours Degree in Marketing or related area, passed with at least an upper second class (2.1). A PhD in Marketing or industry/teaching experience will be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on any of the following subject areas of: Retail and merchandising management, Agricultural Business Marketing, Marketing Consultancy, Digital Marketing, Sales Management, Marketing Information Systems and Business to Business Marketing.
- Participating in community outreach activities.
- Participating in income generating activities.
- Conducting research.
- Production of goods and services.

5.5 Department of Accounting and Finance

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Hospitality and Tourism

Qualifications and Experience

- Applicants must hold a Master's Degree in Hospitality and Tourism or related subject area, a good Bachelor of Science Honours Degree in Hospitality and Tourism or related subject area passed with at least an upper second class (2.1). A relevant PhD or industrial/teaching experience would be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Rooms Division Management, Tourism Operations, Agritourism Operations, Regional and International Tourism, Hunting and Safari Operations, Events Management, Hotel and Institutional Management, Tourism Transport and Logistics, Digital Tourism and Hospitality Marketing, Tourism and Hospitality Law, Hospitality Cost and Management Accounting.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.6 Department of Accounting and Finance, Economics

Temporary full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (2 Posts)

Economics

Qualifications and Experience

- Applicants must hold a Master's Degree in Economics or related subject area and a good Bachelor of Science Honours Degree in Economics or related subject area passed with at least an upper second class (2.1). A relevant PhD or industrial/teaching experience would be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Advanced Microeconomics/Macroeconomics, Industrial Economics, Statistics for Economics, International Trade Theory and Policy, Health Economics, Environmental Economics, Econometrics, Development Economics, Labour Economics and Agricultural Production Economics.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.7 Department of Accounting and Finance

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/ Professorship (2 Posts)

Real Estate Management

Qualifications and Experience

- Applicants must hold a Master's Degree in Real Estate Management or related subject area and a good Bachelor of Commerce Honours Degree in Real Estate Management, Property Development and Estate Management, Property Valuation and Management, Rural and Urban Planning or related subject area passed with at least an upper second class (2.1). A relevant PhD or industrial/teaching experience would be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Property Valuation, International Real Estate Business Management, Real Estate Investment, Agricultural Law and Valuation, Land Economics, Rural and Urban Planning, Building Systems and Services, Building Construction, Geographical Information Systems, Professional Practice.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.8 Department of Accounting and Finance, Accounting

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Qualifications and Experience

- Applicants must hold a Master’s Degree in Accounting or related subject area and a good Bachelor of Commerce Honours Degree in Accounting or related subject area passed with at least an upper second class (2.1). A relevant PhD or industrial/teaching experience would be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Financial Reporting, Advanced Financial Accounting, Advanced Auditing, Cost and Management Accounting, Public Sector Accounting, Accounting Packages and Information Systems, Management Accounting and Taxation.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.9 Department of Accounting and Finance, Banking and Finance Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Qualifications and Experience

- Applicants must hold a Master’s Degree in Finance, Finance and Investments, Banking and Finance or related subject area and a good Bachelor of Commerce Honours Degree in Finance, Banking and Finance or related subject area passed with at least an upper second Class (2.1). A relevant PhD or industrial/teaching experience will be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Financial Risk Management, Financial Risk Modelling, Bank Regulation and Supervision, Financial Engineering, Financial Econometrics, Structured Finance, Banking Information Systems, Derivatives Securities, Treasury Management, International Banking.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.10 Department of Accounting and Finance

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Qualifications and Experience

- Applicants must hold a Master’s Degree in Accounting or related subject area, a good Bachelor of Commerce Honours Degree in Accounting or related subject area passed with at least an upper second class (2.1). A relevant PhD or industrial/teaching experience would be a distinct advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on the following subject areas: Financial Reporting, Advanced Auditing, Cost and Management Accounting, Public Sector Accounting, Accounting Packages and Information Systems and Management Accounting and Taxation.

- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.11 Department of Accounting and Finance

Teaching Assistant (1 Post)

Qualifications and Experience

- Applicants must hold a Bachelor of Commerce Honours Degree in Banking and Finance or related subject area, passed with at least an upper second class (2.1).

Duties and Responsibilities

- The applicant must be able to carry out tutorials in the following modules; Financial Engineering, Financial Mathematics, Treasury Management, Risk Analysis and Management, Derivatives Securities, Corporate Finance and Structured Finance.
- Participating in community outreach activities;
- Participating in income generating activities;
- Conducting research;
- Production of goods and services.

5.12 Department of Human Capital Development

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Qualifications and Experience

- Applicants must hold a Master's Degree in Industrial/Occupational, Community or Counseling Psychology and a Bachelor of Science Honours Degree in Psychology/Industrial Psychology passed with at least an upper Second class (2.1). A minimum of 2 years relevant teaching/industry experience is mandatory. A PhD in Industrial/Occupational Psychology will be a distinct advantage. An applicant must be a registered member of the Allied Health Practitioners Council of Zimbabwe (AHPCZ).

Duties and Responsibilities

- Lecturing of undergraduate levels on subject areas of: Principles of Industrial Psychology, Workgroup dynamics, Organisational Psychology, Emotional Intelligence, Learning and Psychological Adjustment in Work Context and Psychometrics.
- Participating in community outreach activities
- Participating in income generating activities
- Conducting research
- Innovation and production of goods and services.

6. FACULTY OF HUMANITIES AND SOCIAL SCIENCES

6.1. Department of Development Studies, Climate Change

Temporary Full-Time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (2 Posts)

Qualifications and Experience

- Applicants must hold a PhD in Climate Change, Disaster and Risk Management or cognate discipline, A Master's Degree in Climate Change passed with a merit or

better and a Bachelor of Honours Degree in Climate Change, Disaster Management, Natural Resource Management and Environmental Sustainability or related fields, passed with a grade 2.1 or better; with considerable teaching and research experience and a proven record of publications in refereed scientific journals.

Duties and Responsibilities

- Supervise undergraduate and post-graduate students' research projects.
- Teach at least four of the following modules: Key concepts of climate change and sustainable development; Trans-disciplinary thinking and skills; Mitigation and adaptation in theory and practice; Climate change and ecosystems services; Disaster geo-information and livelihoods; Climate disaster resilience and mitigation and management;
- Attract and manage research grants;
- Participation in research activities.
- Participate in income generation projects
- Ability to innovate and facilitate service delivery.

6.2 Department of Development Studies

Temporary Full-Time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1Post)

Urban and Regional Planning Lecturer

Qualifications and Experience

- Applicants must hold a master's Degree in Urban and Rural/Regional Planning or cognate discipline, passed with merit or better. A Bachelor's Degree in Urban and Rural/Regional Planning or cognate discipline passed with a grade 2.1 or better, and a PhD in Urban and Rural/Regional Planning or cognate discipline would be a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate and post-graduate students' research projects.
- Teach at least five of the following modules: urban Planning and Design Studio; Geographic Information and Earth Observation I and II; Statistics for Planners; Introduction to Spatial Draughting; Computer Packages for Planning (Studio); Urban and Regional Economics; Urban Transport Management Systems; Planning Law and Land Administration; Fundamentals of Regional Planning; Planning Techniques and Research Methods;
- Attract and manage research grants;
- Participation in research activities.
- Participate in income generation projects
- Ability to innovate and facilitate service delivery.

6.3 Department of Development Studies

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Development Studies

Qualifications and Experience

- Applicants must hold a Bachelor's degree in Development Studies passed with a grade (2.1) or better, and a Master's degree in Development Studies, passed with a merit or better. A PhD in Development Studies, considerable teaching and research

experience and a proven record of publications in refereed scientific journals, are a distinct advantages.

Duties and Responsibilities

- Supervise post-graduate and undergraduate students' research projects;
- Teach at least four of the following modules: Introduction to Social Policy Studies, Multilateral Institutions and Development, Development Economics, Disaster Management, Globalisation and Development, and Demography and Development.
- Attract and manage research grants;
- Participate in reach activities for;
- Participate in income generation projects;
- Ability to innovate and facilitate service delivery.

6.4 Department of Educational Foundations

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1Post)

Animal Science Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Agriculture/Animal Science or in any related field with a merit or better. A Bachelor of Education Degree in Agriculture/Bachelor of Education Honours Degree in Agriculture/Bachelor of Science Honours Degree in Agriculture passed with a grade 2.1 or better, and a teaching qualification is a must. A PhD in Agriculture would be a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate and post-graduate students' research projects.
- Supervise students on teaching practice.
- Teach at least five of the following modules: Anatomy and Physiology of Farm Animals; Animal Production; Animal Nutrition; Animal Breeding; Biotechnology; Animal Health; General Farm Practice; Microbiology and Entomology.
- Attract and manage research grants.
- Participation in research activities.
- Participate in income generation projects
- Ability to innovate and facilitate service delivery.
- Participate in community engagement.

6.5 Department of Educational Foundations

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship

Crop Science Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Agriculture/Crop Science or in any related field passed with merit or better. A Bachelor of Education Degree in Agriculture/Bachelor of Education in Honours Degree in Agriculture/Bachelor of Science Honours Degree in Agriculture passed with a grade 2.1 or better, and a teaching qualification is a must. A PhD in Agriculture is a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate students' research projects;
- Supervise students on teaching practice;
- Teach at least five of the following modules; Crop Production; Farm Machinery, Horticulture; Irrigation Systems, Biotechnology; Agricultural Biochemistry; Agricultural Marketing; Soil Science, Post-Harvest and Value Addition.
- Attract and manage research grants;
- Participate in research activities;
- Participate in income generation projects;
- Ability to innovate and facilitate service delivery;
- Participate in community engagement;
- Any other duties as assigned to you by the Chairperson.

6.6 Department of Educational Foundations

Temporary Full-time (1 year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Soil and Environmentalist Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Agriculture/Ecology/Soil Science or in any related field passed with merit or better. A Bachelor of Education Degree in Agriculture/Bachelor of Education Honours Degree in Agriculture/Bachelor of Science Honours Degree in Agriculture passed with a grade 2.1 or better, and a teaching qualification is a must. A PhD in Agriculture is a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate students' research projects;
- Supervise students on teaching practice;
- Teach at least five of the following modules; Resources management; Seed Science and Technology; Post-Harvest and Value Addition; Irrigation and Drainage Systems; Agricultural Biochemistry; Soil Science; Biometry; Microbiology and Entomology; Genetics; Agricultural Marketing; Plant Breeding and Biotechnology;
- Attract and manage research grants;
- Participate in research activities;
- Participate in income generation projects;
- Ability to innovate and facilitate service delivery;
- Participate in community engagement;
- Any other duties as assigned to you by the Chairperson.

6.7 Department of Educational Foundations

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

English and Communication

Qualifications and Experience

- Applicants must hold a Master's Degree in English and Communication or in any related field passed with merit or better. A Bachelor of Education Degree in English and Communication/ Bachelor of Education Honours Degree in English and Communication/Bachelor of Honours Degree in English and Communications passed

with a grade 2.1 or better, and a teaching qualification is a must. A PhD in English, would be a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate students' research projects;
- Supervise students on teaching practice;
- Teach at least five of the following modules; English Literature, Creative writing, Caribbean literature, Socio-Linguistics, Shakespeare, Novel Study, Testing English, Liberal Literature in Zimbabwe, Gender Studies and teaching methods in English.
- Attract and manage research grants;
- Participate in research activities;
- Participate in income generation projects;
- Ability to innovate and facilitate service delivery;
- Participate in community engagement;
- Any other duties as assigned to you by the Chairperson.

6.8 Department of Languages

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Film and Television Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Film/Film and Television Studies/Visual Culture/Editing/Cinematography/Media and Performing Arts or cognate discipline, passed with a Merit or better, and a Bachelor's Degree passed at grade 2.1 in Film and Theatre Arts with considerable practical experience in content production, teaching, research and a proven record of publications in referred scientific journals. A PhD in Film or related field will be a distinct advantage.

Duties and Responsibilities

- Supervise Post-graduate and undergraduate students' research projects;
- Teach the following modules: film and Video Production Process and Business Operation, Television Production, Video Editing and Production Design;
- Attract and manage research grants;
- Participation in outreach activities for television and radio content production;
- Participation in income generation projects;
- Innovate and facilitate service delivery.

6.9 Department of Languages

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Media and Communication Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Journalism, Media Studies, Communication Studies or related fields passed with merit or better, and a Bachelors Honours Degree in Language and Communication Studies or related fields passed at grade 2.1 or better with a track record of teaching, research and publications in refereed scientific journals. A PhD in Communication, Media studies or related discipline would be a distinct advantage.

Duties and Responsibilities

- Supervise students' research projects;
- Teach modules with greater emphasis on digital technologies and their application in the media and communication industries, Theories and Approaches to Communication, Strategic Communication, Criticism and the Media and Sociology of News Production.
- Attract and manage research grants;
- Participation in outreach activities within the communication services sector;
- Participation in income generation projects;
- Innovate and facilitate service delivery.

6.10 Department of Languages

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Qualifications and Experience

- Applicants must hold a Master's Degree in Journalism, Media Studies, Communication Studies or related fields passed with merit or better, and a Bachelors Honours Degree in Journalism, Media Studies, Communication Studies or related fields passed at grade 2.1 or better with a track record of teaching, research and publications in referred scientific journals. Applicants must also have a strong radio background or experience. A PhD in Communication, Media Studies or related discipline would be a distinct advantage.

Duties and Responsibilities

- Supervise students' research projects;
 - Teach modules with greater emphasis on digital technologies and their application in the media and communication industries, Create Radio, Culture and Communication, African Languages and the Media and Radio Production,
 - Attract and manage research grants;
 - Participation in setting up the LSU Campus Radio Station;
 - Participation in outreach activities within the communication services sector;
 - Participation in income generation projects;
- Innovate and facilitate service delivery

6.11 Department of Geography and Geo-Information Sciences

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Natural Resources Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Ecological Resources Management passed with at least a merit and a Bachelor of Science Honours degree in Natural Resources Management or Forest Resources and Wildlife Management passed with an upper second class (2.1) or better. A relevant PhD would be a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate students' research projects;
- Lecturing the following undergraduate courses: Principles of Ecology and Biodiversity, Introduction to Wildlife and Aquatic Resources, Natural Resource

Management, Forest Resources Management, Wildlife Management and Environmental and Natural Resources Law.

- Participate in community outreach activities;
- Participate in income generation activities;
- Conduct research;
- Ability to innovate and facilitate service delivery.

6.12 Department of Geography and Geo-Information Sciences

Temporary Full-time (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)

Geography Specialist

Qualifications and Experience

- Applicants must hold a Master's Degree in Geography or related cognate passed with at least a merit and a Bachelor of Science Honours degree in Geography passed with an upper second class (2.1) or better. A relevant PhD would be a distinct advantage.

Duties and Responsibilities

- Supervise undergraduate students' research projects;
- Lecturing the following undergraduate courses: History of Geographical Thought, Epidemiological Studies, Techniques in Physical Geography, Techniques in Human Geography, Migration Studies and Waste Management Issues, GIS and Remote Sensing.
- Participate in community outreach activities;
- Participate in income generation activities;
- Conduct research;
- Ability to innovate and facilitate service delivery.

6.13 Department of Centre for Evaluation

Teaching Assistants (3 Posts)

Qualifications and Experience

- Applicants must hold a Master's Degree in Social Sciences passed with at least an upper second class. A further post-graduate qualification in Monitoring and Evaluation is a must. Skills required include qualitative and quantitative data processing and analysis; excellent communication and report writing.

Duties and Responsibilities

- Conducting Monitoring and Evaluation tutorials.
- Marking Monitoring and Evaluation assignments.
- Participating in community outreach activities.
- Participating in writing consultancy proposals.

APPLICATIONS

Interested and qualified persons should send **one** set of their application in a **single pdf** file clearly indicating the position being applied for in the subject line to erecruitment@lsu.ac.zw. The application should consist of the application letter, Curriculum Vitae giving full personal details including full names, place and date of birth, qualifications, experience, present salary, date of availability, names, e-mail addresses and telephone numbers of at least three referees, certified copies of educational and professional certificates, birth certificate and National Identity Card.

The closing date for the receipt of applications is **Friday 16 September 2022**. **Only shortlisted candidates will be contacted.**