



Lupane State University

Building Communities through Knowledge

VACANCY NOTICE

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

1. VICE-CHANCELLOR'S OFFICE

1.1 Physical Planning, Works and Estates

Class Driver (5 Posts)

Qualifications and Experience

- Applicants must have at least 5 "O" level passes.
- A valid Class One Driver's licence, defensive driving certificate, valid medical certificate and a valid retest certificate.
- Must have a minimum of 5 years driving experience
- Must be above 35 years of age and of sober habits.

Duties and Responsibilities

- Transporting students and staff as assigned.
- Transporting staff and students on official university business such as field trips and Industrial attachment visits.
- Delivering and collecting documents and mail.
- Transporting university staff and visitors to and from the airport as scheduled.
- Filing log books for every vehicles driven, keep record of fuels used and other consumables.
- Cleaning vehicles that they and ensuring that the vehicle is in good working condition and report any defects to the Senior Driver.
- Carrying out other related duties which may be assigned by the Head driver

Innovation, Entrepreneurship and Industrialisation Directorate

1.2 Innovation Lead, ICTS-Hub (1 Post)

- Applicants must possess at least a Master's Degree or equivalent qualification in Software Engineering/Computer Science or a related field. Possession of a Ph.D. would be an added advantage. The applicant should have at least one year experience in research, innovation, and/or the information and communication technology service (ICTS) industry. Knowledge of ICTS practice, application, and exploitation of emerging technologies is critical. Knowledge of intellectual property rights and their exploitation is an added advantage.

Duties and Responsibilities

- The candidate should be able to lead and coordinate innovation in identified or selected fields in ICTS;
- Providing mentorship and technical advice on ICTS-related product development;
- Collaborating with academic departments, industry, and community to identify the intellectual property (IP) with potential for commercial exploitation;
- Promote the commercialisation of staff and student research;
- Initiating ICTS-related product and process technology transfer to industry and commerce;
- Craft and negotiate ICTS-related licenses, collaboration agreements, inter-institutional agreements, and other contracts related to the commercial development of intellectual property with both commercial partners and collaborating institutions;
- Performing other related duties as may be assigned by the Director or any delegate.

1.3 Innovation Lead, Agri-Hub (1 Post)

Qualifications and Experience

- Applicants must possess at least a Master's Degree or equivalent qualification in Agriculture or a related field. Possession of a PhD would be an added advantage. The applicant should have at least one year experience in research and innovation, as well as an understanding of the agriculture industry. Knowledge of agricultural practices, application, and exploitation of emerging agricultural technologies is critical. Knowledge of intellectual property rights and their exploitation is an added advantage.

Duties and Responsibilities

- The candidate should be able to lead and coordinate innovation in identified or selected fields in agriculture;
- Providing mentorship and technical advice on agriculture-related product development;
- Collaborating with academic departments, industry, and community to identify the intellectual property (IP) with potential for commercial exploitation;
- Promote the commercialization of staff and students' research;
- Initiating agriculture-related product and process technology transfer to industry and commerce;
- Craft and negotiate agriculture-related licenses, collaboration agreements, inter-institutional agreements, and other contracts related to the commercial development of intellectual property with both commercial partners and collaborating institutions;
- Performing other related duties as may be assigned by the Director or any delegate.

1.4 Innovation Lead, TECH-Hub (1 Post)

Qualifications and Experience

- Applicants must possess at least a Master's Degree or equivalent qualification in Production Engineering or a related field. Possession of a Ph.D. is an added advantage. The applicant should have at least one year experience in research, innovation, and/or the engineering and technology industry. Knowledge of engineering and technology practice, application, and exploitation of emerging technologies is critical. Knowledge of intellectual property rights and their exploitation is an added advantage.

Duties and Responsibilities

- The candidate should be able to lead and coordinate innovation in identified or selected engineering and technology fields;
- Providing mentorship and technical advice on engineering and technology-related product development;
- Collaborating with academic departments, industry, and community to identify the intellectual property (IP) with potential for commercial exploitation;
- Promote the commercialisation of staff and student research;
- Initiating engineering and technology-related product and process technology transfer to industry and commerce;
- Craft and negotiate technology-related licenses, collaboration agreements, inter-institutional agreements, and other contracts related to the commercial development of intellectual property with both commercial partners and collaborating institutions;
- Performing other related duties as may be assigned by the Director or any delegate.

1.5 Innovation Lead, Social Innovation Hub (1 Post)

Qualifications and Experience

- Applicants must possess at least a Master's Degree or equivalent qualification in Social Sciences/Development Economics/Community Development or a related field. Possession of a Ph.D. is an added advantage. The applicant should have at least one year experience in research, innovation, and/or the social sciences sector. Knowledge of social science practice, application, and exploitation of emerging technologies is critical. Knowledge of intellectual property rights and their exploitation is an added advantage.

Duties and Responsibilities

- The candidate should be able to lead and coordinate social innovation programmes that empower and transform communities;
- Providing mentorship and technical advice on socio-economic development and environmental issues;
- Collaborating with academic departments, industry, and community to identify the intellectual property (IP) with potential for commercial exploitation;
- Promote the commercialisation of staff and students' research in community development and social entrepreneurship;
- Initiating social innovation and technology transfer to industry and commerce;
- Craft and negotiate social science innovation and technology-related licenses, collaboration agreements, inter-institutional agreements, and other contracts related to the commercial development of intellectual property with both commercial partners and collaborating institutions;
- Performing other related duties as may be assigned by the Director or any delegate.

1.6 Business Development Specialist (1 Post)

Qualifications and Experience

- Applicants must possess at least a Master's Degree or equivalent qualification in Business /Entrepreneurship or a related field. Possession of a Ph.D. is an added advantage. The applicant should have at least one year experience in research, innovation, and/or the

business development sector. Experience in product development and/or the ability to model and/or grow a business is critical. Experience in collaboration and/or management of partnerships is required.

Duties and Responsibilities

- The candidate should be able to commercialise innovations emerging from the University students and staff;
- Commercializing intellectual property and creating sustainable, competitive, and profitable start-ups;
- Designing, developing, and setting up viable business plans and operating models to establish sustainable businesses;
- Identifying opportunities through events, pitches, seminars, and workshops for growth, collaborations, and business alliances;
- Work with faculties and communities in prioritizing and launching new products, services, start-ups and business models;
- Performing other related duties as may be assigned by the Director or any delegate.

2 REGISTRAR'S DEPARTMENT

2.1 Student Affairs Section

Chief Nursing Sister (1 Post)

Qualifications and Experience

- Applicants should be a State Registered Nurse with a Diploma in General Nursing and a minimum of 3 years' experience.
- Applicants should also be registered with the Nurses Council of Zimbabwe and hold a valid practicing certificate.
- A degree in Nursing Science and qualification in counselling and experience in handling students will be a distinct advantage.

Duties and Responsibilities

The suitable candidate should be able to:

- Consult with clients seeking medical attention.
- Administer medication to patients
- Counsel students.
- Participate in health education programmes.
- Procure medical drugs and medical equipment.

2.2 Nurse (2 Posts)

Qualifications and Experience

- Applications should hold a Diploma in General Nursing, be registered with nurses council of Zimbabwe.
- Hold a valid practicing certificate and a qualification in Counselling.
- Forensic training for dispensing, a degree in Nursing Science and experience in handling students preferably at Higher and Tertiary Education will be an added advantage.

Duties and Responsibilities

The ideal candidate should be able to:

- Ensure compliance to effective infection prevention and control systems, maintain confidential, detailed and accurate records of patients' conditions, diagnosis and therapeutic interventions done, ensure the clients gain access to services they required and that the care needed is well coordinated, for example, proper referral system.
- The candidate must attend student trips, sports events and other university events as health emergency personnel, consult with clients seeking medical attention, administer medication to patients, counsel students, participate in health education programmes, procure medical drugs and medical equipment and perform any other clinical/nursing duties as assigned.

2.3 Female Warden (1 Post)

Qualifications and Experience

- Applicants should have a minimum of a Master's Degree and should have at least three years' experience in student management.
- A qualification in Counselling services will be an added advantage.

Duties and Responsibilities

- The suitable candidate should oversee the administration of Halls of residence, ensure maintenance of discipline among students, provide counselling to students and be able to instill a culture of tolerance among students of different cultural and social backgrounds.

2.4 Senior Cook (1 Post)

Qualifications and Experience

- Applicants should hold a minimum of a National Diploma (ND) in Professional Cookery.
- A qualification in Culinary Arts will be an added advantage.
- Must have experience in a similar position at an institution of higher learning.

Duties and Responsibilities

- The suitable candidate should be able to keep records of menu, prepare, cook and serve meals, supervise cooks, observe and maintain hygiene standards, keep records of food items stocks and performing any other duties as assigned.

2.5 Cook (1 Post)

Qualifications and Experience

- Applicants should hold a minimum of a National Certificate in Professional Cookery.
- A qualification in Culinary Arts will be an added advantage.
- Must have experience in a similar position at an institution of higher learning.

Duties and Responsibilities

- The suitable candidates should be able to keep records of menu, prepare, cook and serve meals, observe and maintain hygiene standards, keep records of food items stocks and performing any other duties as assigned.

2.6 Porter (1 Post)

Qualifications and Experience

- Applicants should hold a minimum of 5 Ordinary Levels including English language.
- Experience working in a food handling environment will be an added advantage.

Duties and Responsibilities

- The suitable candidate should be able to keep the canteen clean, wash stoves, pots and utensils, unloading deliveries, organising the store rooms, removing and managing waste from the canteen and performing any other duties as assigned.

2.7 Janitor (1 Post)

Qualifications and Experience

- The applicant should possess a minimum of five (5) Ordinary Level subjects including English Language.
- Possess a relevant Diploma.
- Experience in student management at Higher and Tertiary education.

Duties and Responsibilities

- The suitable candidate should be able to assist in the check in and check out of students, and be able to identify facilities requiring maintenance and repairs, keep records of keys issued and equipment and be able to work hand in hand with Sub Wardens.

Examinations Section

2.8 Examinations Officer (1 Post)

Qualifications and Experience

- The ideal applicants should possess five (5) Ordinary Level Passes including English Language
- A Bachelor's Degree in Administration/Management/ Educational Administration.
- A Master's Degree in Administration/Management/Educational Administration
- At least five (5) years' experience, two (2) of which should be in administration role in a University setting or Educational setup.
- Proficiency in Microsoft Word, Excel and Power Point.

Duties and Responsibilities

- Developing and reviewing examinations rules and regulations, policies and standard operating procedures.
- Liaising with chairpersons of departments on examinations policy and procedures
- Coordinating the compilation of sessional Examinations Timetable.
- Coordinate the printing of examination papers, receiving and ensuring secure storage of question papers.
- Distribution of examination papers to examination venues and dispatching scripts for marking.
- Managing preparations for examinations including acquisition of examination stationery.
- Coordinating the appointment of External Examiners, overseeing their travel arrangements and processing of honorarium claims.
- Facilitating training of invigilators and supervising examinations.
- Monitoring the processing of examination results.
- Monitoring and reviewing the examinations system for continuous improvement in line with international best practice.
- Servicing the termination of studies (appeal committee) and other University Committees as assigned
- Disseminate information to staff and students to ensure that they are aware of and comply with examination procedures and regulations

2.9 Admissions and Students Records Section

Senior Assistant Registrar (1 Post)

Qualifications and Experience

- A relevant Master's Degree or equivalent plus 2 years relevant experience or a relevant first degree or equivalent plus five (5) years post qualification experience.

Duties and Responsibilities

- Oversee the admission process of students from inquiry to enrolment.
- Prepare statistical reports on enrolment
- Represents the University in various recruitment activities such as career fairs to assist the recruitment of students.
- Advertising University programmes
- Coordinating with Faculties to come up with final list of graduating students.
- Coordinating verification qualifications of Lupane State University graduands with External Qualification Authorities like SAQA and NQA.
- Process offer letters for new students, confirmation letters, deferment forms and repeat letter.
- Prepare University Diary.
- Perform other job-related duties as required.

Security Services

2.10 Chief Security Officer (1 Post)

Qualifications and Experience

- A Master's degree in Security and Risk Management or its equivalent.
- A Bachelor's Degree in Security and Risk Management or its equivalent.
- A diploma in Security and Risk Management or its equivalent.
- At least ten (10) years' working experience preferably in the police or security service of which five (5) years should be at supervisory level.
- Experience of working in higher and tertiary education institutions would be an added advantage.
- Computer literacy.

Duties and Responsibilities

- Overseeing the day-to-day administrative functions of the Security Department, identify potential security risks and make recommendations for improvements;
- Formulating security related policies;
- Advising the Registrar and Management on all security issues obtaining and affecting the University from time to time;
- Developing and recommending security strategies for the University Campuses;
- Overseeing the security of staff members, physical University assets and all records of information;
- Supervising and directing the operations of University Security Guards through the Deputy Chief Security Officer and Security Sergeants;

- Developing manpower development programmes for the Department and conducting training programmes for staff in the department;
- Detecting and investigating all losses that may occur in the University from time to time and recommending to the Registrar as well as referring criminal cases to the police;
- Supervising Security Books and Records;
- Ensuring that students and staff members are oriented about Security issues obtaining in the University and the country in general;
- Overseeing the loss control function of the Department and recommending to the Registrar and Management appropriate mitigation strategies;
- Carrying out internal investigations on incidents that occur on all Campuses, the University Farm and other properties and refer all criminal cases to the police and all administrative cases to the Registrar and Management and;
- Performing any other duties as directed by the Registrar from time to time.

2.11 Sergeant (1 Post)

Qualifications and Experience

- 5 'Level passes including English Language.
- Certificate in security/police/military training certificate in security and risk management will be an added advantage.
- At least 5 years' experience in the security field.
- A proven positive disciplinary record.

Duties and Responsibilities

- Protects the university property and assets.
- Mans the security control room.
- Receives and records reports and takes necessary action.
- Prepares and supervises Security Guards' duty roster.
- Parades Security Guards at the beginning of every working day.
- Carries out spot-checks on Security Guards on patrols and guarded posts.
- Investigates security and University regulations breaches.
- Ensures that safety regulations are adhered to.
- Supervises Security Guards during crowd control.
- Assist the Chief Security Officer in the induction or training of new security personnel.
- Performs any other official duties as assigned by the superiors.

2.12 Security Guard (2 Posts)

Qualifications and Experience

- 5 'O' Level passes including English Language
- Certificate in security/police/military training.
- At least 2 years' experience in the security field.

Duties and Responsibilities

- Protects the University property and assets.
- Patrols the campus buildings, perimeter fence and car park.
- Mans the University entry and exit points.
- Carries out spot-checks and searches on persons and vehicles whenever necessary.
- Controls out investigations of security and university regulations breaches.
- Enforces safety regulations.
- Performs any other official duties as assigned by superiors.

3 Secretary/Senior Secretary (Various Departments/Sections) (10 Posts)

Qualifications and Experience

- Five (5) Ordinary Level passes including English Language.
- A National Diploma in Secretarial Studies or its equivalent.
- Computer Literacy.
- Applicants must have at least three (3) years relevant experience.

Duties and Responsibilities

- Keeping the supervisors diary and appointments
- Typing and filing
- Taking minutes and keeping records
- Attending to incoming and outgoing telephone calls
- Handling photocopying services
- Attending to visitors and screening them
- Bringing to the attention of the supervisor any observed abnormalities
- Perform other job related duties as required by the supervisor

3.1 Admissions and Student Records Section	(2 Posts)
3.2 Security Services	(1 Post)
3.3 Human Resources Section	(1 Post)
3.4 Department of Languages	(1 Post)
3.5 ICTS	(1 Post)
3.6 Physical Planning, Works and Estates	(1 Post)
3.7 Deputy Registrar, Academic Affairs	(1 Post)
3.8 Examinations Section	(2 Posts)

4 FACULTY OF HUMANITIES AND SOCIAL SCIENCES

4.1 Department of Development Studies

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

Social Work

Qualifications and Experience

- Applicants must hold a Master's Degree in Social Work, passed with merit or better. A Bachelor's Degree in Social work passed with a Grade 2.1 or better, and should be registered with the Council of Social Workers.

Duties and Responsibilities

- To teach any three of the following modules: Introduction to Social Work and Social Welfare, Ethics and Values in Social Work, Human Behaviour and Social Environment,

Social Work and Case work, Fundamentals of Social Work, Management and Administration of Social Welfare Organisations, Project Planning and Management.

- Supervise students' research projects.
- Attract and manage research grants.
- Participate in research activities.
- Participation in income generation projects
- Ability to innovate and facilitate service delivery.

4.2 Department of Educational Foundations

Temporary Full-time Contract (1 Year)

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

Educational Media and Technology

Qualifications and Experience

- Applicants must hold a Master's Degree in Educational Media and Technology/Information Technology or in any related field passed with Merit or better. A Bachelor of Education Degree in Educational Media and Technology/Bachelor of Education Honours Degree in Information Technology/bachelor of Honours Degree in Computer Science passed with a grade 2.1 or better, and a teaching qualification is a must.
- A relevant PhD would be a distinct advantage.

Duties and Responsibilities

- Teach at least five modules with the following emphasis: Educational Media and Technology, Computer Applications in Education, Information Technology in Education, Leadership and Management, Research Methods and Statistics, and Evaluation and Measurement.
- Supervise undergraduate students' research projects.
- Supervise students on teaching practice.
- 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 by the Chairperson.

4.3 Department of Geography and Geo-Information Sciences

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

Geo-Information Sciences Specialist

Qualifications and Experience

- Applicants must hold a relevant Master's Degree in Geo-Information Sciences or a cognate field passed with a Merit or better and a Bachelor of Science Honours Degree in Geography (with GIS and RS components) passed with an upper second class (2.1) or better.
- A relevant PhD would be a distinct advantage.

Duties and Responsibilities

- Lecturing the following undergraduate courses: Introduction to GIS and Remote Sensing, Application of GIS and Remote Sensing, Digital Image Processing and Image Interpretation and Advanced undergraduate dissertations.
- Supervise undergraduate dissertations.
- Participate in community outreach activities.
- Participate in income generation activities.
- Conduct research
- Ability to innovate and facilitate service deliver.
- Innovate and facilitate service delivery.

4.4 Department of Languages

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

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 would 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.

4.5 Department of Development Studies

Temporary Full-time (1 Year)

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

Peace and Security Studies

Qualifications and Experience

- Applicants must hold a Bachelor's Degree in Peace and Security Studies passed with a grade 2.1 or better, and a Master's Degree in Peace and Security Studies, passed with Merit or better.
- A PhD in Peace and Security Studies, Political Science and/or International Relations, considerable teaching and research experience and a proven record of publications in referred scientific journals, are distinct advantages.

Duties and Responsibilities

- Supervise students' research projects.
- Teach five of the following modules: Introduction to Peace and Security, Conflict Transformation, Human Security and Development, Migration, Conflict Resolution Processes, Principles of International Relations, Nonviolence Philosophy and Practice, United Nations and Peace-Keeping, Economics of Peace and Security, Security Policy Making and Implementation and Human Rights law and Transitional Justice.

- Attract and manage research grants.
- Participate in outreach activities.
- Participate in income generation projects.
- Ability to innovate and facilitate service delivery.

4.6 Department of Development Studies

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

Development Studies

Qualifications and Experience

- Applicants must hold a Master's Degree in Development Studies passed with Merit or better, and a Bachelor's Degree in Development Studies, passed with a grade 2.1 or better.
- A PhD in Development Studies, considerable teaching and research experience and a proven record of publications in referred scientific journals, are distinct advantages.

Duties and Responsibilities

- Supervise students' research projects.
- Teach at least 3 of the following modules: Introduction to Social Policy Studies, Multilateral Institutions and Development, Development Economics, Public Health and Development, Disaster Management, Globalisation and Development, Demography and Development, Environmental Change and Development, Development Finance and Research Methods.
- Attract and manage research grants.
- Participate in outreach activities.
- Participate in income generation projects.
- Ability to innovate and facilitate service delivery.

4.7 Department of Development Studies

Temporary Full-time Contract (1 Year)

Lectureship/Senior Lectureship/Associate Professorship/Professorship (4 Posts)

Sociologist

Qualifications and Experience

- Applicants must hold a Master's Degree in Sociology, passed with Merit or better and a Bachelor's Degree in Sociology passed with a grade 2.1 or better.
- A PhD in Sociology, considerable teaching and research experience and a proven record of publications in referred scientific journals, are distinct advantages.

Duties and Responsibilities

- Supervise students' research projects.
- Teach at least five of the following modules: Introduction to Psychology, Social Psychology, Social Problems, Introduction to Anthropology, Classical Social Theories, Contemporary social Theories, Qualitative Research Methods, Quantitative Research Methods, Sociology of Medicine and Healthcare, Sociology of Development, Social Policy and Administration and sociology of the Environment.
- Attract and manage research grants.
- Participation in outreach activities with the communication services sector.
- Participation in income generation projects.
- Innovate and facilitate service delivery.

4.8 Centre for Evaluation

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

Monitoring and Evaluation

Qualifications and Experience

- Applicants must hold a Master's or MPhil Degree in Monitoring and Evaluation or cognate discipline, passed with a Merit or better, and a Bachelor's degree in Monitoring and Evaluation or a Special Honours Degree in Monitoring and Evaluation passed with a Grade 2.1 or better.
- A PhD in Social Sciences or related field will be a distinct advantage.

Duties and Responsibilities

- Teach modules in the following areas: Programme Planning and Management; Public Policy and Public Policy Evaluation; Evaluation Planning and Management; Gender and Development Economics.
- Supervise students' research projects.
- Supervise post graduate students on attachment.
- Attract consultancy opportunities.
- Participate in outreach activities with the social services sector;
- Participate in income generation;
- Ability to innovate and facilitate service delivery.

5 FACULTY OF AGRICULTURAL SCIENCES

5.1 Department of Crop and Soil Sciences

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

Soil Science

Qualifications and Experience

- Ideally, the successful candidate should possess a Master of Science in Soil Science with a merit or better and a Bachelor of Science Honours degree in Soil Science with 2.1 or better, preferably with teaching and research experience in Soil Science and related areas a proven record of publications in refereed scientific journals.
- A PhD in Soil Science will be an added advantage.

Duties and Responsibilities

- Teaching at the undergraduate and post graduate levels on the subject areas of Soil Chemistry, Soil Physics, Soil Biology and Biochemistry, Plant Nutrition and Soil Fertility Management, Pedology, Soil and Water Conservation.
- Conduct research for innovation and industrialisation.
- Supervising projects in areas of competence at undergraduate and post-graduate levels.
- Participating in outreach activities in the agricultural sector.
- Conduct income generating projects.

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.

5.2 Department of Crop and Soil Sciences

Temporary Full-time (1 Year)

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

Irrigation Engineering

Qualifications and Experience

- Ideally, the successful candidate should possess a Master of Science in Irrigation Engineering, Irrigation Water Management, Water Resources Management with merit or better and a Bachelor of Science in Irrigation Engineering, Irrigation Water Management, Water Resources Management with 2.1 or better or related field with considerable teaching, research experience and a proven record of publications in refereed scientific journals. PhD in Irrigation Engineering, Irrigation Water management, Water Resources Management with 2.1 or better or related field with considerable teaching, research experience and a proven record of publications in refereed scientific journals.
- PhD in Irrigation Engineering, Irrigation Water Management, Water Resources Management or related field will be an added advantage.

Duties and Responsibilities

- Teaching at the undergraduate and post graduate levels, especially on the subject areas of Fluid Mechanics, Design of Irrigation Systems I and II, Water Harvesting Technologies, Land Improvement and Drainage Engineering, Soil Plant Water Relationship, Irrigation Water Management, Surveying and Mapping, Hydrology, Water Supplies Engineering, Contract Management and Water Resources Planning and Management.
- Supervising projects in areas of competence.
- Participating in outreach activities in the agricultural sector.
- Participation in income generation projects.

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.

5.3 Department of Crop and Soil Sciences

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

Environmental Science

Qualifications and Experience

- Ideally, the successful candidate should possess a Master of Science Degree in Natural Resources Management or Environmental Science, with a merit or better, or a related field with considerable teaching and research experience in Natural Resources Management, Ecology or Environmental Science and a proven record of publications in refereed scientific journals. A PhD in Natural Resources Management or related field will be an added advantage.

Duties and Responsibilities

- Teaching at the undergraduate and postgraduate levels, especially on the subject areas of Introduction to Environmental Science, Natural Resources Management, Life Cycle

Assessment and Sustainability, Parasitology and Pest Control, Forest Entomology and Pathology, Forest Management, GIS and Remote Sensing and related areas.

- Supervising projects in areas of competence.
- Participating in outreach activities and environmental sector
- Participation in income generation projects.

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.

5.4 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 Year)

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

Crop Science

Qualifications and Experience

- Ideally, the successful candidate should possess a Master's Degree in Crop Science or related field with a merit or better, and a Bachelor of Science Honours degree in Crop Science with a 2.1 or better and teaching experience at tertiary level.
- A PhD in Crop Science or related field will 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 the following areas: Plant Pathology, Plant Physiology, Principles of Crop Production, Annual Crop Production, Perennial Crop Production and Fruit Production.
- Teach undergraduate and postgraduate levels;
- Supervising undergraduate and postgraduate research projects;
- Participation in outreach programmes related to Crop Production.
- Sourcing research funding for the Department;
- Conduct and publish research.

5.5 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 Year)

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

Agricultural Economics

Qualifications and Experience

- Ideally, the successful candidate should possess a Master of Science in Agribusiness or Crop Science with a merit or better and a Bachelor of Science Honours Degree in Agriculture, Agribusiness, Horticulture or equivalent with a 2.1 or better, with considerable teaching and research in Agriculture or Agribusiness and related areas and a proven record of publications in refereed scientific journals.
- A PhD in Agriculture or Agribusiness will be an added advantage.

Duties and Responsibilities

- Teaching at the undergraduate and postgraduate levels on the subject areas of Crop Production, Postharvest Handling, Agro-processing and Value Addition, Horticulture Production, Resource Management and Sustainable Agriculture and Agricultural Practice
- Supervising projects in areas of competence.
- Participating in outreach activities in the agricultural sector.
- Participating in income generating activities.

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.

5.6 Department of Crop and Soil Sciences

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

Applied Biotechnology

Qualifications and experience

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

Duties and Responsibilities

- The candidate should be able to supervise postgraduate and undergraduate student's research projects and teach modules in the following areas: Biotechnology, Fermentation Technology, Techniques of Biotechnology, Introduction to Biotechnology and Enzymology.
- Attract and manage research grants.
- Participating in outreach activities in the Biotechnology sector.
- Participation in income generation projects.
- 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.

5.7 Department of Crop and Soil Sciences

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

Plant Breeding

Qualifications and experience

- Ideally, the successful candidate should possess a PhD in Plant Breeding or related field, MSc Plant Breeding and Biotechnology or related field with a merit or better, and a Bachelor of Science Honours Degree in plant breeding with a 2.1 or better and teaching experience at tertiary level.

Duties and Responsibilities

- The candidate should be able to supervise students' research/design projects and teach modules in the following areas: introduction to Genetics, Molecular Genetics, Plant Biotechnology/Applied Plant Biotechnology, Principles of Plant Breeding, Plant Breeding and Technology, Seed Sciences and Technology, Advanced Seed Science, Genetics Principles and Techniques in Plant Breeding, Plant Genetic Resources, Functional Genomics and Bioinformatics, Population and Quantitative Genetics, Biotechnology for Plant Breeding.

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.

5.8 Department of Animal Science and Rangeland Management

Temporary Full-time Contract (1 Year)

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

Animal Health (Post A)

Qualifications and experience

- Applicants must possess a relevant Master of Science Degree in Animal Health or equivalent with a merit or better and a Bachelor of Science Honours Degree in Veterinary Science or equivalent with a 2.1 or better.
- Possession of a PhD in related field and teaching experience at tertiary level will an added advantage.

Duties and Responsibilities

- The successful candidate will be expected to teach undergraduate students in the following courses: Animal Health and Welfare, Anatomy and Physiology of Farm Animals and Wildlife, Microbiology, Conservation Biology, Wildlife Diseases and Pathology.
- Teach undergraduate and postgraduate levels.
- Supervising undergraduate and postgraduate research projects.
- Participating in outreach programmes related to Animal Health.
- Sourcing research funding for the Department.
- Conduct and publish research.

5.9 Department of Animal Science and Rangeland Management

Temporary Full-time Contract (1 Year)

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

Chemistry and Microbiology (Post B)

Qualifications and experience

- The successful candidate should possess a Master's Degree in Microbiology and Biotechnology, Biology or related and a bachelor of Science Honours Degree in Microbiology and Biotechnology or related field with a 2.1 or better.
- A PhD in the related field will be an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise postgraduate and undergraduate students' research projects and teach at least five modules which are: Chemistry, Biochemistry, and Introduction to Microbiology, Molecular Biology and Conversation biology
- Attract and manage research grants.
- Participation in income generation projects.
- Ability to innovate and facilitate service delivery.

5.10 Department of Animal Science and Rangeland Management

Temporary Full-time Contract (1 Year

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

Animal Breeding and Biotechnology (C)

Qualifications and experience

- The successful candidate should possess a PhD in Animal Breeding and Biotechnology or equivalent, a Master's Degree in Animal Science, Animal Breeding or equivalent and a Bachelor of Science Honours Degree in Animal Science and Rangeland Management or related field with a 2.1 or better.

Duties and Responsibilities

- The candidate should be able to supervise postgraduate and undergraduate students' research projects and teach at least five modules which are: Animal Biotechnology, Bioinformatics and Proteomics, Microbial and Pharmaceutical Biotechnology, Genomics and Applied Animal Breeding.
- Working with the Faculty of Agricultural Sciences Farm in Animal Health section.
- Attract and manage research grants.
- Participating in outreach activities in the Animal Production sector.
- Participation in income generation projects.
- Ability to innovate and facilitate service delivery.

5.11 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 year)

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

Irrigation Engineering

Qualifications and experience

- Ideally, the successful candidate should possess a Master's degree in Agricultural Engineering, Master in Mechanical Engineering, Irrigation Engineering, Irrigation Water Management, Water Resources Management with a merit or related field and first degree in Irrigation Engineering, Irrigation Water Management, Water Resources Management with a grade of 2.1 or better.
- A PhD in Irrigation Engineering, Engineering Quantitative Techniques, Water Resources Management or related field and teaching experience.

Duties and Responsibilities

- Successful candidates will be expected to organise all practical sessions. In addition, the incumbent will be expected to assist academic staff with their research projects. He/She must demonstrate commitment to self-advancement with the academic and research environment of the University.
- The candidates should be able to supervise students' research/design projects and teach modules in one of the following areas: Fluid Mechanics, Mathematics I, Mathematics II, Engineering Mechanics, Fundamentals of Electrical engineering, Soil Mechanics, Soil and Water Conservation, engineering Quantitative Technologies, Computer Aided Drawing, Electrical Power Systems, Pump Technology, Engineering Materials, Surveying and Mapping.
- To 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

5.12 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 year)

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

Crop Science

Qualifications and experience

- Ideally, the successful candidate should possess a PhD in Agronomy, plant Physiology or Botany and a Master's degree in Crop Science or related field with a merit or better, and a Bachelor of Science Honours degree in Crop Science or Biological Sciences with a 2.1 or better and teaching experience at tertiary level.

Duties and Responsibilities

- The candidate should be able to supervise students' research/design projects and teach modules in the following areas: Plant Biology, Crop Production, Agronomy of Tropical Crops and Crop Physiology and Ecology.
- To teach undergraduate and postgraduate levels.
- Supervising undergraduate and postgraduate research projects.
- Participating in outreach programmes related to Crop Production.
- 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.

5.13 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 year)

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

Food Science

Qualifications and experience

- Ideally, the successful candidate should possess a Master of Science Degree in Food Science, Food Science and Nutrition, Food Engineering, 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. He/She should have considerable teaching and research experience in Food Science, Food Technology or Food Engineering and a proven record of publications in refereed scientific journals. A PhD in Food Science, Food Technology, Food Engineering or related field is an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise students' research projects and teach modules in one of the following areas: Chemistry, Food Chemistry and Analysis, Fats and Oils, Food Quality and Regulations, Food Laws and Quality Assurance as well as related areas.
- To teach undergraduate and postgraduate levels.
- Supervising undergraduate and postgraduate research projects.
- Participating in outreach programmes related to Food Science production.
- 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.

5.14 Department of Crop and Soil Sciences

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

Irrigation Engineering

Qualifications and Experience

- Ideally the successful candidate should possess a Master of Science in Irrigation Engineering, Irrigation Water Management, Water Resources Management with merit or better and a Bachelor of Science in Irrigation Engineering, Irrigation Water Management, water Resources Management with 2.1 or better or related field with considerable teaching, research experience and a proven record of publications in refereed scientific journals. PhD in Irrigation Engineering, Irrigation Water Management, Water Resources Management or related field will be an added advantage.

Duties and Responsibilities

- Teaching at the undergraduate and post graduate levels, especially on the subject areas of Fluid Mechanics, Design of Irrigation Systems I and II, Water Harvesting Technologies, Land Improvement and Drainage Engineering, Soil Plant Water Relationship, Irrigation Water Management, Surveying and Mapping, Hydrology, Water Supplies Engineering, Contract Management and Water Resources Planning and Management.
- Attract and manage research grants.
- Supervising projects in areas of competence.
- Participating in outreach activities in the agricultural sector.
- Participating income generation activities.
- 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.

5.15 Department of Crop and Soil Sciences

Temporary Full-time Contract (1 year)

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

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 will be an added advantage.

Duties and Responsibilities

- The candidate should be able to supervise postgraduate and undergraduate students' research project and teach modules in the following areas: Virology; Bioinformatics and Functional Genomics; Medical Biotechnology; Analytical Biotechnology and Host Plant Microbe Interactions, Biotechnology Regulation and Biosafety, Bacteriology and Mycology, Plant Biotechnology, Introduction to Biotechnology, Animal Biotechnology, recombinant DNA technology, Industrial Biotechnology, Fermentation Technology, Environmental Biotechnology.
- Attract and manage research grants.
- Supervising projects in areas of competence.
- Participating in outreach activities in the Biotechnology sector.
- Participating income generation activities.
- 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.

5.16 Department of Crop and Soil Sciences

Laboratory Assistant (1 Post)

Qualifications and experience

- Applicants must possess a National Diploma in Chemical Technology/Food Science or Biological Sciences.
- 3 years relevant experience will be an added advantage.

Duties and Responsibilities

- Assist in issuing of chemicals and apparatus to students and receives the same from students.
- Cleaning of laboratory glassware and equipment.
- Cleaning of student lockers.
- Maintain the required levels of distilled water and bench reagents (where applicable).
- Cleaning and polishing of laboratory floors and bench tops.
- Moving cylinders and similar apparatus as instructed.
- Carrying out simple workshop duties.
- Carrying out any other duty assigned by the Head of Department/Senior Technical Staff.

6 FACULTY OF ENGINEERING AND APPLIED SCIENCES

6.1 Department of Information Technology

Temporary Full-time Contract (1 Year)

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

Information Technology (Post A)

Qualifications and Experience

- Applicants must possess a relevant MSc degree in Information Technology/Computer Science/Information Systems with a Merit or better or equivalent and BSc Honours degree in Information Technology/Computer Science/Information Systems or equivalent.
- Possession of a PhD in the related field and teaching experience at tertiary level will be an added advantage.

Duties and Responsibilities

- Successful candidate will be expected to teach undergraduate students in the following courses; Parallel Computing, Mobile computing, Wireless Communication, Distributed Systems, Computer Architecture, Neural Networks and Fuzzy Logic, Data Science.
- Teach undergraduate and postgraduate levels.
- Supervising undergraduate and postgraduate research projects.
- Participating in outreach programmes related to production engineering.
- Sourcing research funding for the Department.
- Conduct and publish research.

6.2 Department of Information Technology

Temporary Full-time Contract (1 Year)

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

Information Technology (Post B)

Qualifications and Experience

- Applicants must possess a relevant MSc degree in Information Technology/Computer Science/Information Systems with a Merit or better or equivalent and BSc Honours degree in Information Technology/computer Science/Information systems or equivalent.
- Possession of a PhD in the related field and teaching experience at tertiary level will be an added advantage.

Duties and Responsibilities

- Successful candidate will be expected to teach undergraduate students in the following courses; Programming Using C++, Java, HTML, Script Language, SQL, Information Systems Auditing, Information Security, Application Integration, Information Systems Strategy, and Mobile Application Development, Virtual reality, Human Computer Integration, Network and Server Administration.
- Tech undergraduate and postgraduate levels.
- Supervising undergraduate and postgraduate research projects.
- Participating in outreach programmes related to production engineering.

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 Application letter should be addressed to:

The Senior Assistant Registrar
Human Resources Section
Lupane State University
P O Box 170

Lupane

The closing date for the receipt of applications is **Friday 26 January 2024. Only shortlisted candidates will be contacted.**