Lupane State University

Building Communities through Knowledge

VACANCY NOTICE

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

1. **REGISTRAR'S DEPARTMENT**
   1.1 Campus Security Services
   Security Guard (4 Posts)
   Qualification and Experience
   - At least 5 Ordinary Level passes including English Languages.
   - Certificate in Police or Military or private security training.
   - At least 2 years post qualification experience.
   - Candidate should have no criminal record.

   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
   - Controls the crowd during the student riots on staff industrial unrest.
   - Carries out minor investigations of security and University regulations breaches
   - Enforces safety regulations.
   - Performs any other official duties assigned by superiors.

2. **FACULTY OF COMMERCE**
   2.1 Department of Human Capital Development
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (2 Posts)
   Human Resource Management
   Qualifications and Experience
   - Applicants must hold a Master's Degree in Human Resource Management and a Bachelor of Commerce/Science Honours Degree in Human Resources Management, passed with at least an upper second class (2.1) and relevant industry/teaching experience.
   - A relevant PhD would be an added advantage.

Duties and Responsibilities

- Lecturing of undergraduate levels on subject areas of: Labour Relations; Labour Economics; Organisational Behaviour; Reward Management; Labour Law; Public Sector HRM; Human Resources Policy and Practice; Strategic Management; Strategic Human Resource Management; Organisational Design and Development; Business Research Methods; Human Resource Management; Human Resource Development; HR Analytics; Agribusiness Legal Environment and Comparative Industrial Relations; and International Law.
- Participating in Community outreach activities;
- Participating in income generating activities.
- Conducting research.
- Innovation and production of goods and services.

2.2 Department of Business Management
Teaching Assistant (1 Post)
Qualifications and Experience

- Applicants must hold a Bachelor of Commerce Honours Degree in Entrepreneurship or related subject area passed with at least an upper second (2.1).
- A Master's degree in Entrepreneurship or related subject is a distinct advantage.

Duties and Responsibilities

- Conducting tutorials for Principles on Entrepreneurship, Innovation and New Product Development, Research Methods and Venture Creation.
- Participating in community outreach activities.
- Participating in income generating activities.
- Conducting research.
- Production of goods and services.
- Assisting with departmental administrative work.

2.3 Department of Accounting and Finance
Technician (1 Post)
Qualifications and Experience

- Applicant must hold a Higher National Diploma in Culinary Arts or any other related field.
- Applicant must be able to conduct practical lessons and demonstrations at undergraduate level in the following modules: Food Preparation, Food and Beverage Production, Food and Beverage Service.

Duties and Responsibilities

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

3. **FACULTY OF HUMANITIES AND SOCIAL SCIENCES**
   3.1 Department of Geography and Geo-Information Sciences
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)
   Geo-Information Sciences Specialist
   Temporary Full-time (1 Year Contract)
   Qualifications and Experience
   - Applicants must hold a 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 (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, Applications of GIS and Remote Sensing, Digital Image Processing and Image Interpretation and Advanced Geographic Information Systems.
   - Supervise undergraduate dissertation;
   - Participate in community outreach activities;
   - Participate in income generation projects;
   - Conduct research;
   - Ability to innovate and facilitate service delivery.

   3.2 Department of Geography and Geo-Information Sciences
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)
   Geo-Information Sciences Specialist
   Permanent (Full-time)
   Qualifications and Experience
   - Applicants must hold a 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 (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, Applications of GIS and Remote Sensing, Digital Image Processing and Image Interpretation and Advanced Geographic Information Systems.
   - Supervise undergraduate dissertation;
   - Participate in community outreach activities;
   - Participate in income generation projects;
   - Conduct research;
   - Ability to innovate and facilitate service delivery.

4. **FACULTY OF AGRICULTURAL SCIENCES**
   4.1 Department of Crop and Soil Sciences
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)
   Temporary Full-time (1 Year)
   Qualifications and Experience
   - Applicants must possess a PhD in Agronomy/Crop Sciences with a merit or better and a Bachelor of Science Honours degree in Agronomy/Crop Science with 2.1 or better, preferably with teaching and research experience in Agronomy/Crop Science and related areas.
   - A PhD in Crop Science or related field will be an added advantage.

   Duties and Responsibilities
   - The Teach undergraduate and post level post graduate levels on the subject areas of Annual Crop Production, Perennial Crop Production, Plant Nutrition, Principles of Crop production, Field Crop Physiology and Agronomy of Tropical Field Crops.
   - Construct 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.

   4.2 Department of Crop and Soil Sciences
   Technician (1 Post)
   Qualifications and Experience
   - The applicant should possess a BSc degree in a relevant field such as Agronomy, Plant Breeding, Crop Protection, Plant Physiology and Ecology or related field.
   - At least two years relevant experience in conducting field research, data collection and analysis.

   Duties and Responsibilities
   - Ability to work effectively with researchers, farmers, communities or other stakeholders.
   - The candidate should be able to plan, design and layout experiments in the lab, green field and field.
   - Able to manage trials and supervise data collection for experiments.
   - Coordinate research with lecturers, students, other stakeholders and ensure successful research outcomes.
   - Monitor and evaluate progress of the research.
   - Good data analysis skills
   - Implement good agronomic practices ensuring that all research activities adhere to established agronomic standards and guidelines.

5. **FACULTY OF ENGINEERING AND APPLIED SCIENCES**
   5.1 Department of Mechatronics Engineering
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (2 Posts)
   Qualifications and experience
   - Applicant should possess a Master of Science degree in Mechatronics Engineering/or equivalent with Merit or better.
   - A Bachelor of Science degree in Mechatronics Engineering or related field with 2.1 or better with teaching experience at tertiary level.
   - A PhD in Mechatronics or related field will be an added advantage.

   Duties and Responsibilities
   - The successful candidate will be expected to teach at least 6 or more of the following undergraduate courses; Electrical and Electronic Principles, Digital Electronics and Logic Design, Instrumentation and Embedded Control, Analogue Electronics, Fundamentals of Mechatronics Engineering, Finite Elements Methods and Analysis, Electrical Machines and Drives, Micro-Electro Mechanical Systems, Control Engineering, Industrial Automation, Signal Processing and Communications, Mechatronics Systems, Industrial Robotics, Intelligent Control.
   - Teach undergraduates.
   - Supervising undergraduate research projects.
   - Participating in outreach programmes related to mechatronic engineering.
   - Sourcing research funding for the department.
   - Conduct and publish research.
   - Responsible for manufacturing, modifying and repairing components and equipment for research.
   - Assisting with design and material selection as required.
   - Support the practical teaching of undergraduates.

   5.2 Department of Information Technology
   Lectureship/Senior Lectureship/Associate Professorship/Professorship (2 Posts)
   Temporary Full-time
   Qualifications and Experience
   - Applicants must possess a relevant Master's degree with a merit or better and a Bachelor of Science Honours degree in Information Technology/Computer Science/Information Systems/Bachelor of Commerce in Entrepreneurship or equivalent with a 2.1 or better.
   - Possession of a PhD in the related field and teaching experience at tertiary level will be an added advantage.

   Duties and Responsibilities
   - The successful candidate will be expected to teach at least 6 or more of the following undergraduate courses; Principles of Programming, Discrete Mathematics, Information

Technology Fundamentals, Communication Skills, Logic Design and Switching Circuits, Ethics and Professionalism, Computer Architecture and Organisation, Data Circuits, Ethics and professionalism, Computer Architecture and Organization, Data Structures and Algorithms, Operating Systems, Software Engineering, Visual Programming, Mathematical foundations for computing, Introduction to Programming, Introduction to IT and Information Literacy, Business communication, Computer Networks and Data Communications, Data Structures and Algorithms, Business Law, PC Assembly and Maintenance, Object Oriented Programming, Systems Analysis and Design, Technopreneuership Disaster recovery and Business continuity, Data Communications and Computer Networks, Mobile applications development, Research Methods, Software Project Management, Web Technologies, E-Business, Entrepreneurship, Artificial Intelligence, Cloud computing, Data Science, Human Computer interaction, Wireless Communication, Application Integration, IT Governance, Business Continuity and Information Technology Security Management, Information Systems Management, Information Systems Auditing, Leadership, Teamwork and Diversity, Change Management, Information Systems Strategy, Information Systems Ethics, IT Project Management.

- Teach undergraduate levels
- Supervising undergraduate research projects.
- Participating in outreach programmes related to IT and Business Computing
- Sourcing research funding for the Department.
- Conduct and publish research.

6. FACULTY OF ENVIRONMENTAL AND LIFE SCIENCES

6.1 Department of Wildlife Ecology and Environmental Sciences
Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)
Temporary Full-time (1 Year Contract)
Qualifications and Experience

- Applicants must possess a relevant Master of Science degree in Biodiversity Conservation with a Merit or better.
- A Bachelor of Science Honours degree in Wildlife Management or equivalent with a 2.1 or better.
- Possession of a PhD in related field, along with teaching experience at the tertiary level, will be an added advantage.

Duties and Responsibilities

- The successful candidate will be expected to teach undergraduate students in the following courses: Diversity of Life, Ornithology, Mammalogy, Forest Entomology, and Natural Resources Economics.
- Teach undergraduate students.
- Supervising undergraduate research projects.
- Participating in outreach programmes.
- Sourcing research funding for the department.
- Conduct and publish research.

6.2 Department of Wildlife Ecology and Environmental Sciences
Lectureship/Senior Lectureship/Associate Professorship/Professorship (1 Post)
Temporary Full-time (1 Year Contract)
Qualifications and Experience
- Applicants must possess a Master of Science degree in Environmental Science and Health, Environmental Science, Biology, Environmental Health or related field with a Merit or better.
- A Bachelor Science Honours degree in Environmental Science and Health or equivalent with a 2.1 or better.
- Possession of a PhD in related field, along with teaching experience at the tertiary level will be an added advantage.

Duties and Responsibilities
- The successful candidate will be expected to teach at undergraduate and postgraduate levels, especially on the subject areas of Environmental Epidemiology, Ergonomics, Meat Hygiene and Inspection, Life Circle Assessment and Sustainability, Environmental Chemistry and related areas.
- Teach and supervise undergraduate students.
- Participating in outreach programmes.
- Sourcing research funding for the department.
- Conduct and publish research.

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 06 June 2025. Only shortlisted candidates will be contacted.**