



UNIVERSITY OF THE FREE STATE
UNIVERSITEIT VAN DIE VRYSTAAT
YUNIVESITHI YA FREISTATA

Human Resources

Talent Acquisition

Faculty of The Humanities
Department of Psychology
Bloemfontein Campus
Lecturer/Senior Lecturer
Job ID: 6492

KINDLY TAKE NOTE: Applications may only be submitted online through the official UFS vacancy website: <https://ufs.hua.hrsmart.com/hr/ats/JobSearch/viewAll> - Applications submitted through any other platform will not be considered.

The system allows a maximum of eight attachments. To avoid upload issues, we recommend merging some or all documents into fewer files before submitting.

INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED!

To ensure your application is complete, you must submit **ALL documents listed under the inherent requirements**, as well as the **following standard documentation**:

- A detailed Curriculum Vitae.
- Copies of your qualifications, or official proof of qualifications obtained (If you hold foreign qualifications, please include SAQA accreditation).
- A copy of your identity document (South African ID or passport for foreign nationals).
- Confirmation of employment in the form of a letter, appointment contract, service certificate, or recent payslip from your current or most recent employer (applicable to external applicants only).

Duties and responsibilities:

- Contribute towards creating a strong academic identity in the department.
- Coordinate, moderate, teach, and assess undergraduate and postgraduate modules in psychology.
- Provide study guidance and research supervision to postgraduate students.
- Clinical supervision of student psychologists' case work.
- Initiate and conduct high-level research and sustain quality research outputs.
- Contribute to programme development and curriculum review within the department and faculty.
- Participate in and coordinate community engagement and service-learning initiatives.
- Recruit senior students for postgraduate study.
- Perform organisational and administrative duties.

Inherent requirements:

Lecturer

- A PhD in Psychology on NQF Level 10 (for a permanent appointment).
or
- Master's degree in psychology on NQF Level 9 (contract appointment: five years during which a PhD on NQF Level 10 in Psychology MUST be obtained to be converted to a permanent position).
- **Two (2) years of registration (still active) with the Health Professions Council of South Africa (HPCSA) as a CLINICAL PSYCHOLOGIST (attach a copy).**
- Previous teaching or facilitation experience at the tertiary level (including tutoring, facilitation, temporary teaching, training experience, or relevant professional/industry experience).
- Evidence of research potential or productivity (e.g., participation in or coordination of research projects; strong performance in master's-level research demonstrating research competence and potential for advanced study; eligibility for or readiness to enrol in a doctoral programme; manuscripts under review for potential publication in DHET-accredited journals; chapters in peer-reviewed books; published conference papers; or other recognised research outputs; and/or substantial progress toward completion of a PhD).
- A good academic record (**attach a copy**).

Senior Lecturer

- A PhD in Psychology on NQF Level 10.
- **Three (3) years of registration (still active) with the Health Professions Council of South Africa (HPCSA) as a CLINICAL PSYCHOLOGIST (attach a copy).**
- Proven experience in teaching undergraduate and postgraduate modules in psychology.
- Proven experience in the delivery of presentations of papers/posters at national scholarly conferences (at least 3 to 5 conference papers).
- A proven research record of relevant publications in peer-reviewed national and/or international accredited journals and/or books (at least 5 to 10 publications).
- An NRF rating or demonstrated potential for obtaining an NRF rating.
- Proven experience in supervision of graduated master's degree students.
- Proven experience of service as an active member of a national or international scholarly society or committee or agency concerned with research at higher-education levels.
- A good scholarly record.

Recommendations:

- Involvement in departmental and faculty activities.

Required competencies:

- **Results Orientated:**

- The ability to stick with tasks, not give up, and overcome obstacles in completing one's task.
- The ability to be reliable, responsible, dependable and to fulfil obligations.
- **Strategic Thinking:**
 - The ability to plan work and to follow plans.
 - The ability to be creative and open-minded when addressing work issues.
- **Business Acumen:**
 - The ability to adhere to rules and strictly follow work regulations.
 - Proficient in using MS Office.
- **Leading:**
 - The ability to maintain high levels of personal motivation, energy and enthusiasm.
 - The ability to be cooperative with others, display a good-natured attitude and encourage people to work together.
- **Building Coalitions:**
 - The ability to negotiate, sell, influence and to persuade others.
 - The ability to interact with others and establish personal connections with people.

Assumption of duties:

As soon as possible.

Closing date:

28 June 2026

Salary:

The salary is available on request.

Fringe benefits:

(Subject to specific conditions): pension scheme, medical aid scheme, group life insurance, housing allowance, leave and sick leave, service bonus and study benefits.

Enquiries:

For enquiries, please feel free to contact 051 401 9813 or email PhokaR@ufs.ac.za or Recruit@ufs.az.za. Additionally, kindly contact 051 401 2558 / 2979 for assistance.

General:

The UFS is a designated employer and is committed to the pursuit of excellence, diversity, and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups including candidates with disabilities. Our Employment Equity Plan is available at:

[ufs-employment-equity-plan_2025.pdf](#)

The University processes personal information in line with its obligations under the Protection of Personal Information Act (POPIA) and any personal information provided to the University will be treated as confidential and processed in accordance with the rights provided to data subjects under POPIA.

The University reserves the right not to fill the post. The UFS will only consider applications of candidates who meet all the inherent requirements of the position. Applications that are incomplete will not be considered. Communication will be limited to shortlisted candidates only. Should you not be contacted within six weeks of the closing date for applications, you may assume that your application was unsuccessful.