



RHODES UNIVERSITY

Grabamstown • 6140 • South Africa

Employment of New Generations of Academics Programme (nGAP)

Protocol

Responsible Committee/Unit/Division/Faculty	CHERTL
Responsible Chairperson/Director/Manager	Coordinator of nGAP Programme
Date	June 2016
Review Cycle (e.g. every 2/5/7 years etc)	n/a
Last Reviewed	n/a



Protocol for Employment of New Generations of Academics Programme (nGAP)

1. Purpose and Intent

The New Generation of Academics Programme is funded by the Department of Higher Education and Training and is part of its Staffing South Africa’s Universities Framework (SSAUF). nGAP, seeks to accelerate the academic careers of individuals from designated groups by providing opportunities to acquire a postgraduate qualification (ideally at doctoral level), within an overall programme which provides mentoring and support as appointees are inducted into all areas of academic life. Appointees are provided with a much reduced workload in the early years of the six year programme. The conditions for these posts appear as Appendix I to this document.

2. Nature of nGAP Posts

These are six-year permanent posts, at the level of lecturer or junior lecturer, where appointment at the level of lecturer will require at least a Masters’ degree (but usually a PhD in the Science Faculty), and appointment at Junior Lecturer level will require at least a Honours’ degree.

Table 1 below provides guidelines for the development plan.

Table 1:

Requirements	Appointee with Master’s degree	Appointee with an honours degree.
Research	Appointees will be required to register for a doctoral qualification. Substantial progress towards completion is expected within the first three years of the six year programme.	Appointees will be required to register for a master’s qualification. Completion of the master’s programme will normally be required in regulation time. Thereafter, appointees will be expected to make progress towards a doctoral level qualification. The criteria for determining ‘progress’ will be agreed individually.
Teaching	Appointees will be employed on reduced workload during the first three years of the contract. In addition, appointees will be required to enroll on a formal programme aimed at developing their capacity as academic teachers.	
Community engagement	In the course of the development programme, appointees will be expected to explore what CE is within the context of her/his discipline and to begin to identify ways in which CE can be integrated into her/his research and teaching.	
Administration	Appointees will be expected to assume some administrative duties from Year 4 of the programme onwards. Mentoring and support will be provided as they develop capacity in this area of academic life.	

3. Eligibility of Applicants

Applicants must:

1. Be men or women South African students with at least a Master's Degree. Preference will be given to Black South Africans.
2. Demonstrate a strong interest in and commitment to an academic career;
3. Be 40 years of age or younger;
4. Be willing to commit to the full 6-year development programme and acknowledge penalties for early withdrawal;

4. Recruitment process

The various recruitment strategies may be used:

- 4.1 Open recruitment through usual media channels and search processes as outlined in the R+S Policy for academic posts;
- 4.2 "Identification and invitation of a contract staff member e.g. a teaching assistant or junior lecturer to apply for the programme, subject to requirements as set out in the advert."
- 4.3 Search through recent recruitment selection processes in the areas in which nGAP positions have been allocated to identify unsuccessful candidates for previously advertised positions who may be suitable for a development post.

5. Selection process

5.1 Selection criteria:

For all processes in point 5, candidates must be assessed against the following selection criteria.

A specific job profile will be drawn up for each post. In addition, candidates should:

- Usually be about to commence, or be in the early stages of their careers with a clear focus on developing and pursuing an academic career;
- Have the ability and desire to develop as a teacher;
- Have the ability and desire to pursue an active research career;
- Have the potential to manage the multiple demands of academic life;
- Be willing to embark on a period of study leading to a doctoral qualification (in rare instances a master's level qualification) ;
- Considerable academic achievements;
- An openness to diversity and transformation.

5.2 Selection Committee

This shall usually be as follows:

- Chair: DVC for Academic & Stud Affairs or Dean (VC to determine)
- Dean or Deputy Dean of the Faculty

- Relevant Head of Department
- nGAP Co-ordinator
- Mentor
- HR Director or designate
- A member nominated by NTEU and NEHAWU

5.3 The standard selection process as per the Recruitment and Selection Policy for academic posts will take place. This is typically (but can differ depending on the post):

- the submission of an application (CV, letter of motivation and relevant certificates) by the candidate
- a short-listing in the case of an open recruitment process with multiple candidates. No short-listing in the case of recruitment as per points 4.1, 4.2 and 4.3
- referee reports accessed where the candidate is not known to the Selection Committee and/or where there are more than one candidate being considered
- presentation or seminar
- interview
- reference check on qualifications, ID and where relevant, any previous employment

6. Conditions of Placement

Candidates are appointed to a full time permanent position at Rhodes University.

7. Conditions of Employment for the Beneficiary

Employment is subject to the Terms and Conditions of the nGAP developed by the DHET and signed by the Vice Chancellor.

Last updated: June 2016