



MACHAKOS UNIVERSITY
OFFICE OF THE DEPUTY VICE-CHANCELLOR
(ADMINISTRATION PLANNING AND FINANCE)

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P O BOX 136-90100
Machakos, Kenya

ADVERTISEMENT FOR VACANT POSITIONS

Machakos University was awarded a Charter on 7th October 2017 and is a successor of Machakos University College. It is located one (1) Km from Machakos Town along the main Machakos – Wote road.

The vision of the University is: A preferred University of Excellence in Scholarship and Service Delivery; whereas the Mission of the University is: To Provide scholarly education through Training, Research and Innovation for Industrial and socio-economic transformation of our community.

Machakos University invites applications from candidates who are suitably qualified and experienced with excellent credentials to fill the listed vacant positions in the University.

1. SCHOOL OF ENGINEERING AND TECHNOLOGY

Professor, Associate Professor, Senior Lecturer, Lecturer in the following departments:

- a) **Department of Electrical and Electronics Engineering**
- b) **Department of Building and Civil Engineering**
- c) **Department of Mechanical and Manufacturing Engineering**

NOTE: All applicants for positions in the School of Engineering and Technology should be either registered or registrable with the Engineers Board of Kenya (EBK).

2. SCHOOL OF HOSPITALITY AND TOURISM MANAGEMENT

Professor, Associate Professor, Senior Lecturer, Lecturer in the following departments:

- a) **Hospitality Management**
- b) **Tourism Management**

3. SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Professor, Associate Professor, Senior Lecturers, Lecturer in the following departments:

- a) **Linguistics and Languages**
- b) **Fashion, Design and Marketing**
- c) **Social Sciences**



4. SCHOOL OF AGRICULTURAL SCIENCES

Professor, Associate Professor, Senior Lecturer, Lecturer in the following departments:

- a) **Agribusiness Management and Trade**
- b) **Agricultural Education and Extension**
- c) **Environmental Studies**

5. SCHOOL OF BUSINESS AND ECONOMICS

Professor, Associate Professor, Senior Lecturer in the following departments:

- a) **Procurement and Supply Chain Management**
- b) **Economics**

6. SCHOOL OF PURE AND APPLIED SCIENCES

Professor, Associate Professor, Senior Lecturer in the following departments:

- a) **Mathematics and Statistics**
- b) **Physical Sciences**
- c) **Biological Sciences**

7. SCHOOL OF EDUCATION

Professor, Associate Professor, Senior Lecturer in the following departments:

- a) **Educational Management & Curriculum Studies**
- b) **Early Childhood Education and Educational Communication and Technology**
- c) **Educational Psychology and Special Needs Education**

8. SCHOOL OF ENVIROMENT AND NATURAL RESOURCE MANAGEMENT

Professor, Associate Professor, Senior Lecturer in the following departments:

- a) **Environmental Sciences**
- b) **Environmental Studies and Community Development**

9. SCHOOL OF HEALTH SCIENCES

Professor, Associate Professor, Senior Lecturer.

REQUIREMENTS

PROFESSOR/RESEARCH PROFESSOR – GRADE 15 - REF.MKSU/AD/1/18
Job description To oversee the design and development of the curriculum, and deliver a range of programmes of teaching to students, in order to ensure teaching within the quality assurance framework of the University and implementation of the University’s research strategy and co-ordinate research activity within the specific subject
Main Responsibilities Teaching and learning <ul style="list-style-type: none">a) Oversee the design and development of the overall curricula, and develop and deliver a range of programmes of study (sometimes for entirely new courses) at various levels. Develop the quality assurance framework within the University overall framework,



including the validation and revalidation of courses, and student admission and assessment.

- b) Transfer knowledge including practical skills, methods and techniques.
- c) Encourage the development of innovative approaches to course design and delivery and ensure that teaching design and delivery comply with the quality and educational standards and regulations of the department.
- d) Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- e) Supervise student projects, field trips and, where appropriate, placements.
- f) Set, mark and assess work and examinations and provide feedback to students.
- g) Ensure that the teaching content and methods of delivery are in accordance with equal opportunities, and respond to issues relating to staff and student needs.

Research

- a) Lead the development and implementation of research strategy.
- b) Lead and co-ordinate research activity in the subject including determining relevant research objectives, and preparing research proposals
- c) Lead research and collaborative partnerships with other educational institutions or other bodies.
- d) Lead bids for research, consultancy, and other additional funds.
- e) Write or contribute to publications or disseminate research findings using other appropriate media.
- f) Seek practical application of research findings.
- g) Make presentations at national and international conferences and similar events.
- h) Carry out independent research and act as principal investigator and project leader.
- i) Act as a referee and contribute to peer assessment.
- j) Update knowledge and understanding in field or specialism.

Job Requirements

- (a) An earned PhD or equivalent degree qualification in the relevant field from accredited and recognized University.
- (b) At least three (3) years teaching experience as an Associate Professor or equivalent; and research experience.
- (c) A minimum of sixty (60) equivalent publication points since attaining Associate Professorship or equivalent of which at least forty (40) should be from refereed scholarly journals;
- (d) Supervised a minimum of five (5) post-graduate students to completion, at least two at doctoral level;
- (e) Registered with the relevant professional body (where applicable); and
- (f) Attracted research or development funds as an Associate Professor or equivalent.

ASSOCIATE PROFESSOR– GRADE 14 - REF.MKSU/AD/2/18

Job Description

To oversee the design and development of the curriculum, and deliver a range of programmes of teaching to students, in order to ensure teaching within the quality assurance framework of the University and implementation of the University's research strategy and co-ordinate research activity within the specific subject.

Main Responsibilities

Teaching and learning

- a) Oversee the design and development of the overall curricula, and develop and deliver a range of programmes of study (sometimes for entirely new courses) at various levels. Develop the quality assurance framework within the University overall framework,

including the validation and revalidation of courses, and student admission and assessment.

- b) Transfer knowledge including practical skills, methods and techniques.
- c) Encourage the development of innovative approaches to course design and delivery and ensure that teaching design and delivery comply with the quality and educational standards and regulations of the department.
- d) Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- e) Supervise student projects, field trips and, where appropriate, placements.
- f) Set, mark and assess work and examinations and provide feedback to students.
- g) Ensure that the teaching content and methods of delivery are in accordance with equal opportunities, and respond to issues relating to staff and student needs.

Job Requirements

- (a) An earned PhD or equivalent degree qualification in the relevant field from an accredited and recognized university;
- (b) At least three (3) years teaching experience at the university as Senior Lecturer; or Senior Researcher/ Industry experience or equivalent;
- (c) A minimum of forty eight (48) publication points as a Senior Lecturer or equivalent, of which at least thirty two (32) should be from refereed scholarly journal;
- (d) Supervised a minimum of four (4) post-graduate students to completion, including at least one doctoral student;
- (e) Attracted research or development funds as a Senior Lecturer/Senior Research Fellow;
- (f) Registered with the relevant professional body (where applicable).

SENIOR LECTURER - GRADE 13 – REF. MKsU/AD/3/18

Job Description

This role exists to teach, supervise Post graduate students and provide thematic leadership in research and academic roles of the University. Senior Lecturers also provide leadership and mentorship to students and other staff in the teaching department.

Main Responsibilities

Research and Scholarship Responsibilities:

- a) Identify key research areas that meet the national and international needs and are not fully explored so as to institute necessary research on the same to fill the existing knowledge gaps.
- b) Develop research proposals based on research gaps identified in existing literature, previous research findings and collaborative exchange of ideas with professionals in their specific areas of expertise for use in seeking grants and conducting actual research.
- c) Undertake research through collaborative efforts with other professionals in the specific discipline so as to generate new knowledge or bridge existing knowledge gaps.
- d) Engage in dissemination of research findings to the society through presentations in seminars, conferences and other formal public awareness platforms so as to equip the society with new discoveries and knowledge
- e) Ensure proper management of assigned research funds for the funds to support actualization of research goals as well as for accountability purposes

Supervise research programs for undergraduate and post graduate students so as to ensure they engage in meaningful research for enhancement of the existing body of knowledge.



Learning and Teaching Responsibilities:

- a) Participate in development, review and implementation of the curriculum to ensure alignment of course deliverables to market demands.
- b) Prepare course delivery materials through review of existing information materials on the respective subject matter such as books and research journals for effective delivery of course content to students in class
- c) Develop, apply and monitor various course delivery/teaching techniques so as to facilitate dissemination of knowledge to students in the best way for proper understanding of concepts.
- d) Evaluate students' understanding of concepts through setting, administering, marking and moderating continuous assessment tests and examinations
- e) Take students through practical lessons in laboratories for better understanding of concepts learnt in class
- f) Supervise students on industrial attachment to ensure they are able to relate class knowledge to industry practice in their respective area of specialization

Monitor students' academic progress based on results from continuous assessment tests, assignments and examinations so as to develop new and better strategies for service delivery to enhance their performance

Job Requirements

- (a) An earned PhD or equivalent degree qualification (or a Master's degree qualification in special cases) in the relevant field from an accredited and recognized university;
- (b) At least three (3) years of teaching experience at the university level as a Lecturer or six (6) years research /industry experience;
- (c) A minimum of thirty two (32) publication points as a Lecturer or equivalent, of which at least twenty four (24) should be from refereed scholarly journals;
- (d) Supervised at least three (3) post-graduate students to completion as a Lecturer or equivalent;
- (e) Registered with the relevant professional body (where applicable);
- (f) All applicants must meet the minimum points requirements for each subcategory to qualify for appointment.

LECTURER – GRADE 12 - REF. MKsU/AD/4/18**Job Description**

This role exists to teach, supervise Post graduate students and provide leadership in research and academic roles of the University. Lecturers also provide leadership and mentorship to students and other staff in the teaching department.

Main Responsibilities**Research and Scholarship Responsibilities:**

- a) Identify key research areas that meet the national and international needs and are not fully explored so as to institute necessary research on the same to fill the existing knowledge gaps.
- b) Develop research proposals based on research gaps identified in existing literature, previous research findings and collaborative exchange of ideas with professionals in their specific areas of expertise for use in seeking grants and conducting actual research.
- c) Undertake research through collaborative efforts with other professionals in the specific discipline so as to generate new knowledge or bridge existing knowledge gaps.
- d) Engage in dissemination of research findings to the society through presentations in seminars, conferences and other formal public awareness platforms so as to equip the

society with new discoveries and knowledge

- e) Ensure proper management of assigned research funds for the funds to support actualization of research goals as well as for accountability purposes
- f) Supervise research programs for undergraduate and post graduate students so as to ensure they engage in meaningful research for enhancement of the existing body of knowledge

Learning and Teaching Responsibilities:

- a) Participate in development, review and implementation of the curriculum to ensure alignment of course deliverables to market demands.
- b) Prepare course delivery materials through review of existing information materials on the respective subject matter such as books and research journals for effective delivery of course content to students in class
- c) Develop, apply and monitor various course delivery/teaching techniques so as to facilitate dissemination of knowledge to students in the best way for proper understanding of concepts.
- d) Evaluate students' understanding of concepts through setting, administering, marking and moderating continuous assessment tests and examinations
- e) Take students through practical lessons in laboratories for better understanding of concepts learnt in class
- f) Supervise students on industrial attachment to ensure they are able to relate class knowledge to industry practice in their respective area of specialization

Monitor students' academic progress based on results from continuous assessment tests, assignments and examinations so as to develop new and better strategies for service delivery to enhance their performance

Job Requirements

- (a) An earned Ph.D. or equivalent degree qualification in the relevant field from an accredited and recognized university; and be registered or registerable with the relevant professional body (where applicable).

OR

- A master's degree in the relevant field from an accredited and recognized university (in special cases) with at least three (3) years teaching experience at university level or in research or in industry; and
- (b) A minimum of 24 publication points, of which at least sixteen (16) should be from refereed journal papers; and
- (c) Registered with the relevant professional body (where applicable).



KINDLY REFER TO THE COMMISSION FOR UNIVERSITY (CUE) STANDARDS AND GUIDELINES THAT ARE AVAILABLE IN THE UNIVERSITY AND CUE WEBSITE.

Application Procedure:

Applicants should submit FIVE (5) COPIES each of their application letter, a detailed C.V and academic and professional certificates (including KCSE/KCE/EACE/KACE/EAACE).

They should indicate their current salary, allowances and other benefits and addresses and telephone numbers of there (3) referees.

NB: KINDLY NOTE THAT IT IS A MUST THAT YOU TYPE IN THE REQUIRED INFORMATION IN THE JOB APPLICATION FORM AVAILABLE IN THE UNIVERSITY WEBSITE, PRINT, SIGN AND ATTACH TO YOUR APPLICATION.

Applications should be sent to:

**Deputy Vice Chancellor (APF)
Machakos University
P.O. Box 136 – 90100
MACHAKOS**

Please note that this advert has no timeline and hence, all interested and qualified applicants are encouraged to apply anytime.

Machakos University is an equal opportunity employer; women, persons with disabilities and those from marginalized regions are encouraged to apply.

