



**Lecturer:**  
Salary: R 351 354.00 – R 491 043.00  
Total rem. Package: R 506 667.43 – R 682 564.00

**Senior Lecturer:**  
Salary: R 449 955.00 - R 554 496.00  
Total rem. package: R 630 825.94 - R 762 464.10

**Associate Professor:**  
Salary: R 575 763.00 – R685 617.00  
Total rem. package: R 789 243.54 – R927 571.84

## Faculty of Law

### Free State Centre for Human Rights

**Coordinator: Legal Services Division (Lecturer/ Senior Lecturer/ Associate Professor) (contract appointment: 3 years)**

**Job ID: 3179**

***\*NB! Applications may only be submitted online. Please ensure that all relevant documentation is attached to your application. INCOMPLETE OR APPLICATIONS SENT VIA EMAIL WILL NOT BE CONSIDERED. Please note: Compile/Convert all the below documents as one document (PDF or Word), when uploading it on the online applications system.***

- A detailed curriculum vitae and cover letter (please note that the first three (3) referees on your CV will be contacted with regard to reference checking);
- Certified copies (not older than 3 months) of all academic records;
- Certified copies (not older than 3 months) of qualifications (please provide the SAQA accreditation in the case of foreign qualifications);
- A certified copy (not older than 3 months) of your identity document (ID);
- Proof of registration with a Professional Body (if applicable);
- A copy of your driver's license (if applicable).

### **Duties and responsibilities:**

- Coordinate, manage and administer the Centre's strategic litigation work.
- Identify, initiate and manage suitable cases for the Centre's strategic litigation work.
- Liaise with and manage clients in strategic litigation.
- Draft legal documents for the Centre's strategic litigation, in cooperation with the Centre's Director.
- Appear in court for purposes of the Centre's strategic litigation, in cooperation with the Centre's Director.
- Generate funds for the Centre's Legal Services Division.
- Link and collaborate with the different branches of the legal profession, NGO's and the South African Human Rights Commission in Bloemfontein and the Free State Province to promote public interest litigation in the Free State.
- Contribute to the Centre's research / publication output by publishing in accredited scholarly journals and books.

- Supervise postgraduate students in the Centre.
- Teach in the Centre's Interdisciplinary Master's Degree in Human Rights.
- Collaborate with other entities within the UFS on human rights and transformation-related initiatives.

**Inherent requirements:**

**Lecturer:**

- Master's degree (NQF level 9) in any human rights-related field.
- At least one year of experience in human rights-related litigation practice.
- Experience in the delivery of oral presentations at conferences or equivalent activities.
- Written work that has the potential to be converted or submitted for publication in accredited journals.
- A good academic record.
- Willingness to enrol for a doctoral degree at the first available opportunity, if not yet attained by the time of the appointment.
- Undertaking to acquire admission as either attorney or advocate of the High Court of South Africa within one year of appointment.

**Senior Lecturer:**

- Ph.D. (NQF level 10) in any human rights-related field.
- At least one year of experience in human rights-related litigation practice.
- Experience in supervision of graduated masters' students.
- Experience in the presentation of papers at national scholarly conferences.
- National recognition for specialist expertise and research in a specific area of scholarship.
- An NRF rating or potential for obtaining an NRF rating.
- A record of relevant publications in national and/or international accredited journals.
- 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.
- Undertaking to acquire admission as either attorney or advocate of the High Court of South Africa within one year of appointment.

**Associate Professor:**

- Ph.D. (NQF level 10) in any human rights-related field.
- At least one year of experience in human rights-related litigation practice.
- Experience as external examiner for postgraduate students.
- Experience in the presentation of research papers at national conferences.
- Act as an editorial board member of high-quality national scholarly journals.
- National recognition for specialist expertise and research leadership in a specific scientific area of scholarship.

- An NRF rating of C3 or equivalent status.
- Experience in the supervision of graduated masters' students.
- A record of relevant publications in national and international accredited journals with specific emphasis on ISI-listed publications.
- Serve as a member of a national scholarly society OR a national committee or agency concerned with research at higher education levels, OR show evidence of service as an active member of an international equivalent.
- Undertaking to acquire admission as either attorney or advocate of the High Court of South Africa within one year of appointment.

**Required competencies:**

- Public mindedness.
- Ability to manage cases independently through the entire process of litigation.
- Ability to liaise appropriately with clients and other actors in the litigation process.
- Excellent administrative skills.
- Ability to take initiative in identifying, initiating and developing appropriate cases for the Centre's strategic litigation work.
- Excellent research and writing skills.
- Ability to network and raise funds in the public interest litigation sector.
- Aptitude for scholarly research and academic teaching.

**Recommendations:**

- Admission as attorney or advocate of the High Court of South Africa.
- Experience in fund-raising in the public interest litigation field.
- Experience in arguing cases in the High Court.
- Lecturing experience.
- Experience in academic administration.

**Assumption of duties:**

01 February 2020.

**Closing date:**

22 November 2019.

**Salary:**

The salary scale is available on request.

**Enquiries:**

For enquiries, please feel free to contact 051 401 9810 /9813 /9857 or email [Recruit@ufs.ac.za](mailto:Recruit@ufs.ac.za)

**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.

**General:**

The University reserves the right not to fill the post. The University subscribes to and applies the principles prescribed by the Employment Equity Act. Preference will be given to candidates from the designated groups, in accordance with the principles of the aforementioned act and the employee profile of the specific department/division.

***Applications that are incomplete will not be considered. The UFS will only consider applications of candidates who meet all the inherent requirements of the position. 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.***

**APPLY ONLINE:**

***External candidates*** can click ***HERE*** to apply online.

***UFS staff members*** can log onto PeopleSoft, click Self Service, Recruiting, and Careers to apply online.

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