Pwani University, a Premier University at the Coast situated in the beautiful scenic tourist resort town of Kilifi is an equal opportunity employer. The University’s Mission is to generate, disseminate and apply knowledge while sustaining excellence in teaching, learning and research by molding students to international standards and encouraging and supporting members of staff to undertake research. The University is seeking to recruit competent and professional staff at the levels of Lecturer, Senior Lecturer Associate Professor or Professor to teach and conduct research in the following area:

1. **SCHOOL OF AGRICULTURE AND ENVIRONMENTAL SCIENCES**

   **Department of Animal Sciences**

   **LECTURER, SENIOR LECTURER ASSOCIATE PROFESSOR OR PROFESSOR IN ANIMAL BREEDING AND GENETICS**  
   **1 POSITION**  
   **REF: PU/ADV/2/1//2015**

**REQUIREMENTS FOR LECTURER IN ANIMAL BREEDING AND GENETICS GRADE 12**

**Academic Qualification**

Applicants MUST be holders of a Ph.D degree in Animal Breeding and Genetics or Quantitative Genetics or Animal Genomics or related fields from a recognized university.

**Experience**

Applicants:

- must have at least two (2) years relevant teaching experience as Assistant Lecturers
- Should be members of a relevant professional body.
- Should have evidence of contribution to university/research institution through activities such as participation in departmental management, students’ academic/research advising, school or university/institutional meetings, committee membership and related matters.
- Should demonstrate community involvement (e.g. Member of BOG, SMC etc.)
Skills
Applicants should demonstrate ability to
- Teach/conduct research and supervise students and/or staff.
- Design and Develop academic programmes and curricula

Publications
Applicants who have relevant Publications will have an added advantage.

REQUIREMENTS FOR SENIOR LECTURER IN ANIMAL BREEDING AND GENETICS
GRADE 13
Applicants MUST be holders of a Ph.D. degree in Animal Breeding and Genetics or Quantitative Genetics or Animal Genomics or related fields from a recognized university.

Experience
- MUST have served for a minimum of three (3) years at Lecturer/Research Fellow level at university and/or research institution.
- Should have successfully supervised postgraduate students (2 Masters or 1 PhD) if from a teaching institution or equivalent experience if not from a teaching institution.
- Should have attended and contributed at learned conferences, seminars or workshops.
- Should have evidence of continued research and/or effective teaching.
- Should have evidence of contribution to university/research institution through activities such as participation in departmental management, students’ academic/research advising, school or university/institutional meetings, committee membership and related matters.
- Should be a member of relevant professional bodies where applicable.
- Should demonstrate community involvement (e.g. Member of BOG, SMC etc.)
- Be of the highest ethical standards, integrity, accountability and professionalism, teamwork and good stewardship and comply with the requirements of Chapter six of the Kenya Constitution.

Skills
Applicants should possess the following skills:
- Leadership and coordination at institutional, departmental, school and community level.
- Teaching and/or research and supervision of undergraduate and graduate students.
- Proposal, report and research paper writing.
Publications
Applicants should have any of the following publications since the last promotion /appointment to Lecturer: A minimum of:

- Three (3) articles in refereed journals OR
- One (1) refereed book in candidate’s professional area published by recognized publishers plus one (1) article OR
- Two (2) book chapters in an edited book in the relevant area and one (1) article in refereed journal OR
- Two (2) distinguished exhibitions or performances of original creation plus one (1) article in a refereed journal.

REQUIREMENTS FOR ASSOCIATE PROFESSOR IN ANIMAL BREEDING AND GENETICS
GRADE 14

Academic Qualification
Applicants MUST be holders of a Ph.D. degree in Animal Breeding and Genetics or Quantitative Genetics or Animal Genomics or related fields from a recognized university.

Experience
- MUST have at least eight (8) years of continuous university teaching or research experience; three (3) of which MUST have been as a Senior Lecturer or Senior Research Fellow level.
- Should have successfully supervised postgraduate students (4 Masters or 2 Ph.D.).
- Should have attended or contributed at learned conferences, seminars or workshops.
- Should have evidence of continued research and/or effective teaching
- Should show evidence of academic leadership in his/her area of specialization through joint research and publications
- Should be a member of relevant professional bodies where applicable.
- Should show evidence of leadership (administrative experience, active participation in departmental/school/university/institutional activities as well as international/continental/regional/national/local/community activities).
- Be of the highest ethical standards, integrity, accountability and professionalism, teamwork and good stewardship and comply with the requirements of Chapter six of the Kenya Constitution.
Skills

Applicants should possess the following skills:

- Leadership and coordination at institutional, departmental, school and community level.
- Teaching and/or research and supervision of undergraduate and graduate students.
- Proposal, report and research paper writing.
- Design and Develop academic programmes and curricula

Publications

Applicants should have any of the following publications since the last promotion/appointment to Senior Lecturer/Senior Research Fellow:

- Four (4) articles in refereed journals OR
- One (1) refereed book in candidate’s professional area published by recognized publishers, plus two (2) articles OR
- Two (2) distinguished exhibitions or 2 performances of original creation plus two(2) articles in a refereed journal OR
- One (1) patented invention/innovation (recognized by national or international body) plus One(1) OR
- Two (2) review articles plus two(2) articles in refereed journal OR
- One (1) International Academic/Research award plus one (1) or in refereed journal.

Requirements for Professor in Animal Breeding and Genetics Grade 15

Academic Qualification

Applicants MUST be holders of a Ph.D. degree in Animal Breeding and Genetics or Quantitative Genetics or Animal Genomics or related fields from a recognized university.

Experience

- MUST have at least eleven (11) years of continuous university teaching or research experience, three (3) of which MUST have been as an Associate Professor, or Associate Research Professor.
- Should have successfully supervised graduate students (4 Masters or 2 Ph.D.) since appointment as Associate Professor or Associate Research Professor.
- Should have attended or contributed at learned conferences, seminars or workshops.
- Should have evidence of continued effective research, effective teaching and supervision.
• Should show evidence of academic/research leadership in the area of specialization through joint research, publications and membership of professional societies.
• Should show evidence of leadership (administrative experience, active participation in departmental/school/university activities as well as national and international activities).
• Be of the highest ethical standards, integrity, accountability and professionalism, teamwork and good stewardship and comply with the requirements of Chapter six of the Kenya Constitution.

Skills

Applicants should possess the following skills:

• Leadership and coordination at institutional, departmental, school and community level.
• Teaching and/or research and supervision of undergraduate and graduate students.
• Proposal, report and research paper writing.
• Design and Develop academic programmes and curricul

Publications

MUST have published since last promotion any of the following:

• Five (5) articles in refereed journals **OR**
• One (1) refereed book in candidate’s professional area published by recognized publishers, plus two (2) articles and one (1) refereed book in candidate’s professional area **OR**
• Two (2) distinguished exhibitions or performances of original creation, plus two (2) articles in a refereed journal **OR**
• One (1) significant invention/innovation (recognized by national or international body) plus one (1) article **OR**
• Two (2) review articles plus two (2) articles in refereed **OR**
• One (1) International Academic/Research award plus one (1) article in refereed journal

Duties and Responsibilities

Responsibilities will include but not limited to the following:

1. Teaching and evaluation of undergraduate and postgraduate students
2. Setting, moderating, administering, processing and marking examinations
3. Academic advising and mentoring undergraduate and postgraduate students.
4. Articulating the Vision and Mission of the University and the Department.
5. Initiating, planning and conducting research.
7. Supervising undergraduate and postgraduate students in research activities.
8. Developing research proposals for funding
9. Participate in meetings and conferences related to research and building inter-disciplinary collaboration within and outside the Department.
10. Organizing and supervising educational activities for undergraduate students.
11. Participating in preparation of Department and Faculty development plans.
12. Attending and participating in seminars, workshops, conferences in relevant fields.
13. Participating in planning, development, implementation and evaluation of curricula in the Department.
14. Attending and Participating in Departmental meetings and other activities for effective and efficient management of the Department.
15. Undertaking any other duty as assigned by the Head of Department or Senior Officer of the University.

TERMS OF SERVICE

Benefits for the above position include a competitive basic salary, house allowance, medical cover for staff and dependants, life Insurance, opportunities for further development and training and other regular allowances.

Interested applicants should send two (2) copies of their application for the above positions. Applications and recommendations letters from referees should be addressed to,

The Vice Chancellor
Pwani University
P. O Box 195-80108, Kilifi

Application should include an up to date CV, providing details of age, marital status, academic and professional qualifications, work experience, present post and salary, email address, telephone, names and contacts of three referees who are knowledgeable about the competence of the applicant, copies of relevant certificates and testimonials. Female candidates and persons living with disability are encouraged to apply.

The deadline for submitting application is Thursday 5th February 2015. Applications received after the deadline will not be considered.

Please Note that: Only shortlisted candidates will be contacted. Canvassing will lead to automatic disqualification.