



**GARISSA UNIVERSITY COLLEGE**  
**(A Constituent College of Moi University)**  
**OFFICE OF THE DEPUTY PRINCIPAL**  
**FINANCE, ADMINISTRATION & PLANNING**

**1. Senior Lecturer– Scale GU 13**

**Job specification**

- (i) Should have a PhD or equivalent degree qualification (or a master's degree in special cases) in the relevant area from a recognized/accredited University/academic institution,
- (ii) Must have at least 3 years of teaching or research experience University level since becoming Lecturer/Research Fellow.
- (iii) Must have a minimum of six (6) publications points (i.e. one university level scholarly book and one in refereed journal or three articles in referred journals etc) since appointment as Lecturer/Research Fellow (Minimum publication score – 12 points)
- (iv) Must have supervised at least four (4) postgraduate students to completion as a Lecturer/Research Fellow.
- (v) Be registered by the relevant Professional Body (Where applicable) OR
- (vi) Must have a Masters degree plus 8 years of University teaching experience after becoming Lecturer and 4 single publications or 8 publications score points since becoming Lecturer/Research Fellow.

- (vii) Should have attended and contributed at learning conferences, seminars or workshops.
- (viii) Should show evidence of membership of professional societies where applicable.
- (ix) Should show evidence of continued research and evaluated effective teaching.
- (x) Should show evidence of contribution to university life through active participation in departmental matters, students' academic advising, school and University meetings, committee membership and others.

### **Job description**

- (i) Teach and assess courses in one's discipline at both undergraduate and graduate level
- (ii) Supervise undergraduate projects and other experiential learning programme
- (iii) Supervise dissertations/theses at the graduate level
- (iv) Develop undergraduate and graduate courses
- (v) Initiate, promote and participate in research projects and publish
- (vi) Give an inaugural lecture in one's discipline normally within one (1) year after promotion
- (vii) Provide academic leadership through programme development, mentoring and research
- (viii) Provide professional and community services including initiating linkages and fundraising
- (ix) Carry out administrative and other duties & responsibilities as may be assigned

### **2. Associate Professor/Associate Research Professor – Scale GU 14**

- (i) Should have a PhD or equivalent degree qualification (or a master's degree in special cases) in the relevant area from a recognized/accredited University/academic institution,
- (ii) Must have at least three (3) years teaching and research experience since becoming senior lecturer.
- (iii) Must have at least eight (8) equivalent publication points (i.e. one university level scholarly books and four articles in refereed journals etc) since appointment as Senior

Lecturer/Senior Research Fellow (Minimum publication score – 16 points)

- (iv) Should have supervised 5 postgraduate degree students to completion, including one doctoral student, and attracted research funds as a Senior Lecturer/Senior Research Fellow and must show leadership in academic affairs.
- (v) Should have attended and contributed at learned conferences, seminars or workshops.
- (vi) Should show evidence of membership of professional societies.
- (vii) Should show evidence of continued research and effective teaching.
- (viii) Should be recognized and registered by relevant professional boards' e.g Medical Practitioners and Dentists Board (for medical doctors).
- (ix) Should show evidence of contribution to University life as well as national and international life.

### **Job description**

- i. Teach/Research/Publish and evaluate/assess courses in one's discipline at both undergraduate and postgraduate level
- ii. Supervise undergraduate projects and other experiential learning programs
- iii. Supervise dissertations/theses at the graduate level
- iv. Develop undergraduate and postgraduate courses
- v. Initiate, promote and participate in research projects
- vi. Give an inaugural lecture in one's discipline
- vii. Provide academic leadership through programme development, Mentoring and research
- viii. Provide professional and community services
- ix. Carry out administrative and other duties & responsibilities as may be assigned.

### **3.Professor/Research Professor – Scale GU 15**

#### **Job specification**

- (i) Must have a Phd or equivalent degree qualification in the relevant area from a recognized/accredited University.
- (ii) Normally must have at least 3 years of teaching and research since being appointed

Associate Professor/Associate Research Professor.

- (iii) Must have at least ten (10) equivalent publication points (i.e. two university level scholarly books and five articles in refereed journals etc) since appointed as Associate Professor (Minimum publication score – 20 points).
- (iv) Should have supervised at least six (6) postgraduate degree students to completion, including two doctoral students, and attracted research funds since attaining Associate Professorship.
- (v) Should show evidence of continued research and effective teaching.
- (vi) Must be recognized and registered or registerable by relevant professional boards e.g. Medical Practitioners & Dentists Board (for medical doctors).
- (vii) Should show evidence of contribution to University life as well as national and international life.
- (viii) Should show evidence of academic leadership in his/her area of specialization.

Candidates from Civil Service or private sector with required number of refereed publications and relevant experience could be considered for the position of Lecturer or Senior Lecturer as appropriate.

### **Job description**

- i. Teach/Research/Publish and evaluate/assess courses in one's discipline at both undergraduate and postgraduate level
- ii. Supervise undergraduate projects and other experiential learning programs
- iii. Supervise dissertations/theses at the graduate level
- iv. Develop undergraduate and postgraduate courses
- v. Initiate, promote and participate in research projects
- vi. Give an inaugural lecture in one's discipline
- vii. Provide academic leadership through programme development, Mentoring and research
- viii. Provide professional and community services
- ix. Carry out administrative and other duties & responsibilities as may be assigned.