



THE COPPERBELT UNIVERSITY

OFFICE OF THE REGISTRAR

JOB OPPORTUNITIES

PUBLISHED FRIDAY, 7TH NOVEMBER, 2025

The Copperbelt University is a Public University established through an Act of Parliament No. 19 of 1987. The University's core business is Teaching, Research, Innovation, Industrialisation and Community Engagement as a service to the nation. The University is an equal opportunity employer and hereby invites applications from suitably qualified and experienced candidates for appointment to fill in the following academic positions:

1.0 SCHOOL OF MINES AND MINERAL SCIENCES (SMMS)

POSITION – LECTURER/ SENIOR LECTURER/ PROFESSOR

Job Purpose

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to undergraduate students in accordance with the University's strategy, policy and procedures.

Main Duties and Responsibilities

- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance.
- Supervises theses, dissertations, practical work and placements.
- Develops and Uses appropriate learning, teaching, support and assessment methods.
- Selects appropriate assessment instruments and criteria, and continuously assesses the work and progress of students by reference to the criteria and provides constructive feedback to students.
- Ensures that module design and delivery comply with quality standards and regulations of the University.
- Undertakes original individual and collaborative research leading to significant advances in relevant fields.
- Publishes in national or international refereed Journals and books.

- Maintains contacts and collaboration with peers in other universities and academic institutions and keeps abreast of recent advances in the field.
- Attends academic events and networks with other researchers and field experts.
- Identifies areas where the curriculum is in need of revision or improvement and contributes to the planning, design and development of objectives and material.
- Supervises student projects and the academic elements of field trips, and, where appropriate, placements.
- Reviews duties regularly with the Head of Department/Programme coordinator and discuss ways of improving performance.
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students.
- Performs any other duties as may be assigned by the Supervisor.

QUALIFICATIONS AND EXPERIENCE:

(a) GEOMATICS ENGINEERING LECTURER (x4)

- Full Grade 12 certificate or its equivalent with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Geomatics Engineering (or related field) from a reputable university;
- An upper class (credit or at least a 3.0 GPA) Master's degree in Geomatics Engineering (or related field) from a reputable university;
- Specialisation/experience in one of the following fields will be an added advantage; Geodesy, Engineering/Mine Surveying, Cartography and or Photogrammetry;
- Ph.D. in Geomatics Engineering or in a related field will also be an added advantage;
- A certificate in Teaching Methodology will be an added advantage;
- At least three (3) years of experience in an academic or industry setting; and
- Professional Member of the Engineering Institution of Zambia.

(b) MINING ENGINEERING LECTURER (x3)

- Full Grade 12 certificate or its equivalent with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Mining Engineering (or related field) from a reputable university;
- An upper class (credit or at least a 3.0 GPA) Master's degree in Mining Engineering (or related field) from a reputable university;
- Specialisation/experience in one of the following fields will be an added advantage; Mining operations; Rock mechanics; Mining

technical services; Ventilation and environment; Mineral economics; and or Mine Geostatistics;

- PhD in Mining Engineering or related field will be an added advantage;
- A certificate in Teaching Methodology will be an added advantage;
- Professional Member of the Engineering Institution of Zambia; and
- At least three (3) years of experience in academic or industry setting.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles in reputable refereed journals.
- Strong teaching and mentoring skills.
- Sound understanding of the subject matter.
- A growth mindset and excellent networking abilities.
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.
- Good interpersonal skills.

Reporting Relationship

- Immediate Supervisor: **Head of Department**
- **Salary Scale: ACS 01-06**

2.0 SCHOOL OF THE BUILT ENVIRONMENT (SBE)

POSITION – LECTURER/ SENIOR LECTURER/ PROFESSOR

Job Purpose

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to undergraduate students in accordance with the University's strategy, policy, and procedures.

Main Duties and Responsibilities

- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance.
- Performs teaching duties and invigilation of examinations including tutorials and seminars.
- Supervises theses, dissertations, practical work and placements.
- Develops and Uses appropriate learning, teaching, support and assessment methods.
- Selects appropriate assessment instruments and criteria, and continuously assesses the work and progress of students by reference to the criteria and provides constructive feedback to students.

- Ensures that module design and delivery comply with quality standards and regulations of the University.
- Undertakes original individual and collaborative research leading to significant advances in relevant fields.
- Publishes in national or international refereed Journals and books.
- Maintains contacts and collaboration with peers in other universities and academic institutions and keeps abreast of recent advances in the field.
- Attends academic events and networks with other researchers and field experts.
- Identifies areas where the curriculum is in need of revision or improvement and contributes to the planning, design and development of objectives and material.
- Supervises student projects and the academic elements of field trips, and, where appropriate, placements.
- Reviews duties regularly with the Head of Department/Programme coordinator and discuss ways of improving performance.
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students.
- Performs any other duties as may be assigned by the Supervisor.

QUALIFICATIONS AND EXPERIENCE:

(a) CONSTRUCTION MANAGEMENT (x3)

- Full Grade 12 certificate or its equivalent with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor's degree in Construction Management or any related field from a reputable university with at least a credit or better;
- Master's degree in Construction Management or any related field from a reputable university with at least a credit or better;
- Ph.D. in Construction Management or any related qualification from a reputable university will be an added advantage;
- The applicant should have at least five (5) years relevant Construction Management professional practice after attaining bachelor's degree;
- A certificate in Teaching Methodology will be an added advantage;
- The applicant should have least three (3) years of teaching or research experience at the college or university level; and
- Must show proof of active membership and registration with a relevant professional body.

(b) QUANTITY SURVEYING (X3)

- Full Grade 12 certificate or its equivalent with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor's degree in Quantity Surveying or any related field from a reputable university with at least a credit or better;

- Master's degree in Quantity Surveying or any related field from a reputable university with at least a credit or better;
- Ph.D. in Quantity Surveying or any related qualification from a reputable university will be an added advantage;
- The applicant should have at least five (5) years relevant professional experience after attaining bachelor's degree;
- The applicant should have least three (3) years of teaching or research experience at the college or university level;
- A certificate in Teaching Methodology will be an added advantage; and
- Must show proof of active membership and registration with a relevant professional body.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles in reputable refereed journals.
- Research and publication track record.
- Strong teaching and mentoring skills.
- Sound understanding of the subject matter.
- A growth mindset and excellent networking abilities.
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.
- Good interpersonal skills.

Reporting Relationship

- Immediate Supervisor: **Head of Department**
- **Salary Scale: ACS 01-06**

3.0 SCHOOL OF HUMANITIES AND SOCIAL SCIENCES (SHSS)

POSITION – PROFESSOR / SENIOR LECTURER/ LECTURER

Job Purpose

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to undergraduate students in accordance with the University's strategy, policy and procedures.

Main Duties and Responsibilities

- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance.
- Performs teaching duties and invigilation of examinations including tutorials and seminars.
- Supervises theses, dissertations, practical work and placements.
- Develops and Uses appropriate learning, teaching, support and assessment methods.

- Selects appropriate assessment instruments and criteria, and continuously assesses the work and progress of students by reference to the criteria and provides constructive feedback to students.
- Ensures that module design and delivery comply with quality standards and regulations of the University.
- Undertakes original individual and collaborative research leading to significant advances in relevant fields.
- Publishes in national or international refereed Journals and books.
- Maintains contacts and collaboration with peers in other universities and academic institutions and keeps abreast of recent advances in the field.
- Attends academic events and networks with other researchers and field experts.
- Identifies areas where the curriculum is in need of revision or improvement and contributes to the planning, design and development of objectives and material.
- Supervises student projects and the academic elements of field trips, and, where appropriate, placements.
- Reviews duties regularly with the Head of Department/Programme coordinator and discuss ways of improving performance.
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students.
- Performs any other duties as may be assigned by the Supervisor.

(a) ECONOMICS LECTURER (x2)

- Full Grade 12 certificate or its equivalent with 5 'O' levels with merit or better including English and Mathematics;
- Bachelor's Degree in Economics from a reputable university with merit or better;
- Master's Degree in Economics from a reputable university with at least a merit or better;
- A PhD in Economics will be an added advantage;
- Minimum of three (3) years' experience plus the ability to research and publish;
- A certificate in Teaching Methodology will be an added advantage;
- Proficiency in statistical software such as Stata or EViews;
- Proficiency in Microsoft Office Suite; and
- Must be a member of Economics Association of Zambia.

(b) MUSIC PERFORMANCE/ EDUCATION/ OR ETHNOMUSICOLOGY (x2)

- Full Grade 12 certificate or equivalent with 5 'O' levels with Credit or better including English and Mathematics.
- Bachelor's Degree in Music Performance/Music Education with credit or better.
- Master's Degree in Music Performance/Music Education.

- PhD in Music or a related field from a recognized University will be an added advantage.
- Relevant practical experience will be an added advantage;
- Minimum of three (3) years' experience plus the ability to research and publish. Teaching experience at College or University level will be an added advantage.
- A certificate in Teaching Methodology will be an added advantage;
- Must have proof of publications in preferred journals; and
- Membership to a relevant professional body will be an added advantage.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles in reputable refereed journals.
- Research and publication track record.
- Strong teaching and mentoring skills.
- Sound understanding of the subject matter.
- A growth mindset and excellent networking abilities.
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.
- Good interpersonal skills.

Reporting Relationship

- Immediate Supervisor: **Head of Department**
- **Salary Scale: ACS 01-06**

4.0 SCHOOL OF NATURAL RESOURCES (SNR)

POSITION – PROFESSOR / SENIOR LECTURER/ LECTURER

Job Purpose

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to undergraduate students in accordance with the University's strategy, policy and procedures.

Main Duties and Responsibilities

- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance.
- Performs teaching duties and invigilation of examinations including tutorials and seminars.
- Supervises theses, dissertations, practical work and placements.
- Develops and Uses appropriate learning, teaching, support and assessment methods.

- Selects appropriate assessment instruments and criteria, and continuously assesses the work and progress of students by reference to the criteria and provides constructive feedback to students.
- Ensures that module design and delivery comply with quality standards and regulations of the University.
- Undertakes original individual and collaborative research leading to significant advances in relevant fields.
- Publishes in national or international refereed Journals and books.
- Maintains contacts and collaboration with peers in other universities and academic institutions and keeps abreast of recent advances in the field.
- Attends academic events and networks with other researchers and field experts.
- Identifies areas where the curriculum is in need of revision or improvement and contributes to the planning, design and development of objectives and material.
- Supervises student projects and the academic elements of field trips, and, where appropriate, placements.
- Reviews duties regularly with the Head of Department/Programme coordinator and discuss ways of improving performance.
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students.
- Performs any other duties as may be assigned by the Supervisor.

QUALIFICATIONS AND EXPERIENCE:

- Full Grade 12 certificate or its equivalent with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Science in Animal Science/Agricultural Science with Specialisation in Animal Science from a reputable university with at least a Credit or better;
- Master of Science Degree in Animal Science/Agricultural Science with Specialisation in Animal Science from a reputable university;
- A PhD in Animal Science/ Agricultural Science with Specialisation in Animal Science will be an added advantage;
- A certificate in Teaching Methodology will be an added advantage;
- Minimum of (3) years' experience Post Graduate experience plus the ability to research and publish.
- Must be a member to a relevant professional body.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles in reputable refereed journals.
- Strong teaching and mentoring skills.
- Sound understanding of the subject matter.
- A growth mindset and excellent networking abilities.

- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.
- Good interpersonal skills.

Reporting Relationship

- Immediate Supervisor: **Head of Department**
- **Salary Scale: ACS 01-06**

5.0 SCHOOL OF MEDICINE – NDOLA CAMPUS

POSITION – BUILDING AND CONSTRUCTION – LECTURER (x1)

Job Purpose

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to undergraduate students in accordance with the University's strategy, policy and procedures.

Main Duties and Accountabilities:

- To participate in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance.
- To perform teaching duties and invigilation of examinations including tutorials and seminars.
- To supervise theses, dissertations, practical work and placements;
- To develop and use appropriate learning, teaching, support and assessment methods.
- To select appropriate assessment instruments and criteria, and continuously assesses the work and progress of students by reference to the criteria and provides constructive feedback to students.
- To ensure that module design and delivery comply with quality standards and regulations of the University.
- To undertake original individual and collaborative research leading to significant advances in relevant fields.
- To publish in national or international refereed Journals and books.
- To maintain contacts and collaboration with peers in other universities and academic institutions and keeps abreast of recent advances in the field.
- To attend academic events and networks with other researchers and field experts.
- To identify areas where the curriculum is in need of revision or improvement and contributes to the planning, design and development of objectives and material.
- To supervise student projects and the academic elements of field trips, and, where appropriate, placements.
- To review duties regularly with the Head of Department/Programme coordinator and discuss ways of improving performance.
- To seek time for higher post-doctoral training and experience by working closely with more experienced colleagues who share a related area of expertise.

- To offer counsel on projects and other academic activities; as well as promotes the well-being of students.
- Perform any other duties as may be assigned by the Supervisor.

QUALIFICATIONS AND EXPERIENCE

- Grade 12 or Form V Certificate or its equivalent with 5 "O" level credits including English and Mathematics;
- Must possess an upper class (merit or better) Bachelor's Degree in Building Construction or Construction Management or related field from a reputable university;
- Must possess an upper class (Merit or at least a 3.0 GPA) Master's Degree in Building Construction or Construction Management or related field from a reputable university;
- Ph. D in a relevant field will be an added advantage;
- A certificate in Teaching Methodology will be an added advantage;
- Minimum of three (3) years of lecturing/research experience; and
- Must show proof of active membership and Registration with a professional body.

REQUIRED COMPETENCIES AND BEHAVIOURAL ATTRIBUTES

- The applicant should have demonstrated experience in teaching across a range of programmes, proven research and publication background.
- To supervise and assess students at undergraduate and graduate levels.
- Ability and willingness to work as part of a team and contribute fully to the work of the department.
- Excellent interpersonal and communication skills are necessary for undertaking the teaching of students.

Reporting Relationships

- **Immediate Supervisor:** Head of Department
- **Salary Scale:** ACS 04 – ACS 06

6.0 CENTRE FOR ACADEMIC DEVELOPMENT

POSITION: COORDINATOR - EDUCATIONAL MEDIA AND TECHNOLOGY (X1) **(Re-advertised)**

Job Purpose: To strengthen capacity of staff to integrate educational media and technologies in teaching, research and course management.

Duties and Responsibilities

- To contribute action plans to introduce instructional technologies and implement the CAD operational plans.

- To coordinate needs assessments and monitor trends in educational media and technologies in teaching, learning and administration, and management in higher education.
- To coordinate and organise staff academic development in the use of educational media and technologies in teaching, learning and assessment methodologies.
- To initiate, conduct and publish research to promote integration of appropriate educational media and technologies, and disseminate results in collaboration with other Coordinators.
- To provide support to Units in design, implementation, evaluation, and review of academic programmes.
- To collaborate with other CAD coordinators to collate relevant institutional data to inform institutional policies.
- To participate in academic development activities, webinars and conferences to enhance own professionalism.
- To contribute to planning and implementation of short courses in instructional technologies.
- To prepare quarterly and annual operation plan performance reports.
- To initiate business and education partnerships for enhancing the use of educational media and technologies in instruction.
- To contribute to the CAD research group to promote the use of technology to enhance teaching, learning and assessment, and management of learning.

Qualifications and Experience

- Grade 12 or Form V School Certificate with five (5) "O" levels with credit or better including English and Mathematics;
- A Bachelor of Information Communication Technology with Education or related field from a reputable university with at least a credit or better;
- A Master of Information Communication Technology with Education or related field from a reputable university with at least a credit or better;
- A PhD in a relevant field will be an added advantage;
- At least three (3) years post qualification experience in teaching and research in a higher educational institution;
- A certificate in Teaching Methodology will be an added advantage;
- Demonstrate experience in planning, coordination and/or facilitation of workshops and review;
- Proficient use of Microsoft Word, Excel, PowerPoint, and video conference tools; and
- Ability to use statistical packages like SPSS or other is an added advantage.

Attributes and Skills

- Self-motivated individual with excellent analytical skills.
- Excellent communication and report writing skills.
- Demonstrate strong leadership and problem solving skills.
- A team player with ability to work in multi-disciplinary teams.
- Willingness to engage in research and publication relevant to University teaching and learning.

Reporting Relationships

- **Immediate Supervisor:** Director – Centre for Academic Development
- **Salary Scale:** ACS 06

Interested applicants meeting the above specifications should submit a detailed Curriculum Vitae, **National Registration Card, Zambia Qualifications Authority (ZAQA)** validated and certified copies of Academic and Professional Certificates; and three (3) names of referees, two (2) of whom must be Professionally acquainted with the applicant.

The applications in hard copies should be submitted to the undersigned **not** later than **Friday 21st November, 2025**. **Soft copies MUST be submitted as a single file** to jobs@cbu.ac.zm. Clearly state the job title being applied for in the application letter or subject line for email applications.

The Registrar

The Copperbelt University

Plot 4692, Jambo Drive, Riverside

P O Box 21692

KITWE

****Please note that only short-listed candidates will be contacted****