



THE COPPERBELT UNIVERSITY

OFFICE OF THE REGISTRAR

JOB OPPORTUNITIES

“Women are encouraged to apply”

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 BUSINESS

Job Title: Professor/Senior Lecturer/ Lecturer

Job Purpose

To teach at both undergraduate and postgraduate levels, conduct research in the respective field of specialisation and related programmes, offer consultancy services and participate in academic activities in the University.

Main Duties and Accountabilities:

- To engage in research, conducting teaching across a range of programmes in the department and school;
- To supervise and assess students at undergraduate and postgraduate levels;
- To collaborate with colleagues both within the School and the University in order to develop research programmes;
- To contribute to the general operation of the school as a member of its academic team;
- To contribute to the overall general and academic management in the school by undertaking activities that may be required such as development of academic content of study modules, supporting admission processes and procedures;

- To undertake original individual and collaborative research leading to significant advances in relevant fields and publish in national or international refereed Journals and books; and
- Perform any other duties as may be assigned by the Supervisor.

(a) ACCOUNTING AND FINANCE LECTURER (2 positions)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Must possess an upper class (Credit or better) Bachelor's degree in Accountancy/Accounting and Finance from a reputable university;
- Must possess an upper class (3.0 GPA or better) Master's Degree in Accountancy/ Accounting and Finance from a reputable university;
- A PhD in Accountancy/Accounting and Finance is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least three (2) years of teaching or research experience at the college or university level; and
- Must possess valid membership to a relevant professional.

(b) MARKETING (1 position)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Must possess an upper class (Credit or better) Bachelor's Degree in Marketing/Business Commerce/ Entrepreneurship or any related field from a reputable university;
- Must possess an upper class (3.0 GPA or better) Master's degree in Marketing/Master of Business Commerce or any related field from a reputable university;
- A PhD in Marketing /Business Commerce/Management is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level;
- Must possess valid membership to a relevant professional.

(c) HUMAN RESOURCE AND MANAGEMENT (1 position)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;

- Must possess an upper class (Credit or better) Bachelor of Arts in Human Resource Management/Business Administration or any related field from a reputable university;
- Must possess an upper class (3.0 GPA or better) Master of Arts Human Resource Management/Master of Business Administration or any related field from a reputable university;
- A Ph.D in Human Resource Management /Business Administration/ Management will be an added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level; and
- Must possess valid membership to a relevant professional body.

(d) PENSIONS AND INSURANCE (1 position)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Must possess an upper class (Credit or better) Bachelor's degree in Pensions and Insurance from a reputable university;
- Must possess an upper class (3.0 GPA or better) Master's degree in Pensions and Insurance from a reputable university;
- A PhD in Pensions and Insurance is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level; and
- Must possess valid membership to a relevant professional body.

(e) BUSINESS MANAGEMENT (1 position)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Must possess an upper class (Credit or better) Business Administration, Business Management or any related field from a reputable university;
- Must possess an upper class (merit/GPA =3 or better) Master's degree in Business Administration, Business Management or any related field from a reputable university;
- A Ph.D in Business Management or a relevant field is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level; and

- Must possess valid membership to a relevant professional body.

(f) PURCHASING AND SUPPLY/PROCUREMENT/SUPPLY CHAIN MANAGEMENT (1 POSITION)

Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- An upper class (Credit or better) Bachelor's degree in Purchasing and Supply/Procurement/Operations/Supply Chain Management (or related field) from a reputable university;
- An upper class (merit or at least a 3.0 GPA) Master's degree in Purchasing and Supply/Procurement/Operations/Supply Chain Management (or related field) from a reputable university;
- PhD in Purchasing and Supply/Procurement/Supply Chain Management or in a related field is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level; and
- Must possess valid membership to a relevant professional body.

(g) PROJECT MANAGEMENT (1 POSITION)

Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- An upper class (Credit or better) Bachelor's degree in Business Administration and Project Management, Project Management (or related field) from a reputable university;
- An upper class (merit or at least a 3.0 GPA) Master's degree in Project Management (or related field) from a reputable university;
- PhD in Project Management or in a related field will be added advantage;
- Professional Project Management Certification with PMP (PMI), RINCE2 or any other relevant Certification is added advantage;
- A Certificate in teaching methodology is added advantage;
- At least two (2) years of teaching or research experience at the college or university level; and
- Membership to a relevant professional body is an added advantage.

Required Competencies and Behavioral Attributes

- Be able to demonstrate Academic and Professional Leadership
- Excellent interpersonal and communication skills.

- Excellent written and oral presentation skills.
- Business Awareness
- Takes responsibility for actions, projects and work under own direction
- Ability and willingness to work as part of a team and contribute fully to the work of the department.

Reporting Relationships

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

2.0 MICHEAL CHILUFYA SATA - SCHOOL OF MEDICINE (MCS-SOM)

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 and masters students in accordance with the University's strategy, policy and procedures.

Main Duties and Responsibilities

- 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;
- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance;
- 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;
- Seeks time for higher post-doctoral training and experience by working closely with more experienced colleagues who share a related area of expertise;
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students; and
- Performs any other duties as may be assigned by the Supervisor.

(a) GENERAL SURGERY

(1 Position)

Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Bachelor of Medicine and Surgery;
- Master of Medicine in General Surgery;
- PhD in General Surgery is added advantage;
- Proof of researched supervisory experience;
- Not less than five (5) years of practical experience;
- Minimum of three (3) years of lecturing/research experience; and
- Must show proof of active membership and registration with a professional body.

(b) PEDIATRICS AND CHILD HEALTH

(1 Position)

Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Bachelor of Medicine and Surgery;
- Master of Pediatrics and Child Health;
- PhD in Pediatrics and Child Health is added advantage;
- Not less than five (5) years of practical experience;
- Minimum of three (3) years of lecturing/research experience;
- Proof of researched supervisory experience; and
- Must show proof of active membership and registration with a professional body.

(c) PROSTHODONTICS
Qualifications and Experience

(1 Position)

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Bachelor of Dental Surgery (BDS);
- Master of Prosthodontics;
- PhD in Prosthodontics is an added advantage;
- Fully registered with Health Professions Council of Zambia (HPCZ).
- Proof of researched supervisory experience;
- Minimum of three (3) years of lecturing/research experience;
- Not less than five (5) years of practical experience; and
- Must show proof of active membership and registration with a professional body.

3.0 SCHOOL OF INFORMATION AND COMMUNICATION TECHNOLOGY

Professor/Senior Lecturer/Lecturer:

Job Purpose:

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to both graduate and undergraduate students in accordance with the University's strategy, policy and procedures. To significantly contribute to the research profile of the University.

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 and continuously assess the progress of students;
- Ensures that module design and delivery comply with quality standards and regulations of the University;
- Teaches on postgraduate programmes in addition to undergraduate programmes;
- 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 in the field experts;
- Identifies areas where the curriculum requires 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;
- Participates in the national development of the country, particularly in the relevant areas of specialization;
- Seeks a position of national importance in an area close to the sphere of expertise and contributes more substantially to University business;
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students; and
- Performs any other duties as may be assigned by the Supervisor.

(a) INFORMATION TECHNOLOGY/INFORMATION SYSTEMS (1 Position)

Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Bachelor of Science in Computer Science, Software Engineering, Information Systems with Merit or Better from a recognised institution;
- Master of Science in Computer Science, Software Engineering, Information Systems from a recognised institution;
- A Ph.D in Computer Science, Software Engineering, Information Systems
- At least three years teaching experience plus the ability to research and publish from a recognised institution;
- Evidence of Community engagement;
- Certificate in Teaching Methodology is added advantage; and
- A Registered member with the Information Communication Technology Association of Zambia (ICTAZ).

(b) COMPUTER ENGINEERING (1 Position)
Qualifications and Experience

- Full Grade 12 or Form V Certificate with Five (5) 'O' level Credits or better including English Language and Mathematics;
- Bachelor's Degree in Computer Engineering, Electronics Engineering and Telecommunications Engineering with Merit of Better from a recognised Institution;

- Master's Degree in Computer Engineering, Electronics Engineering and Telecommunications Engineering from a recognised Institution;
- A Ph.D in Computer Engineering, Electronics Engineering and Telecommunications Engineering will be an added advantage;
- At least three years teaching experience plus the ability to research and publish from a recognised institution;
- Evidence of Community engagement;
- Certificate in Teaching Methodology is added advantage; and
- A Registered member with the Information Communication Technology Association of Zambia (ICTAZ) or Engineering Institution of Zambia.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles;
- Strong teaching and mentoring skills;
- Sound understanding of and passion for 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;
- Ability to develop a strong research program, outstanding publication record in high quality refereed conferences and journals; and
- Ability to obtain research funding

Reporting Relationships

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

4.0 SCHOOL OF MATHEMATICS AND NATURAL SCIENCES

Professor/Senior Lecturer/Lecturer:

Job Purpose:

To design, develop and produce learning and teaching material, and to efficiently and effectively deliver teaching programmes to both graduate and undergraduate students in accordance with the University's strategy, policy and procedures. To significantly contribute to the research profile of the University.

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 and continuously assess the progress of students;
- Ensures that module design and delivery comply with quality standards and regulations of the University;
- Teaches on postgraduate programmes in addition to undergraduate programmes;
- 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 in the field experts;
- Identifies areas where the curriculum requires 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;
- Participates in the national development of the country, particularly in the relevant areas of specialization;
- Seeks a position of national importance in an area close to the sphere of expertise and contributes more substantially to University business;
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students; and
- Performs any other duties as may be assigned by the Supervisor.

(a) BIOINFORMATICIAN (RE-ADVERTISED) (1 POSITION)

Qualifications and Experience

- Full Grade 12 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 Biology or Bioinformatics;
- Master of Science degree in Bioinformatics with a bias towards Computational Biology;
- PhD in Bioinformatics will be an added advantage;
- Minimum of three (3) years of lecturing/research experience; and
- Membership in a relevant professional body is an added advantage.

(b) MATHEMATICS (X1)

Qualifications and Experience

- Full Grade 12 Certificate or its equivalent with 5 "O" level credits including English and Mathematics;
- An upper class (merit or better) Bachelor of Science in Mathematics from a reputable university;
- Master of Science in Mathematics;
- PhD in Mathematical Sciences will be an added advantage;
- Possess at least three (3) years relevant work experience or related research works; and
- Membership to a relevant professional body is an added advantage.

Required Competencies and Behavioral Attributes

- Proven experience as an academician with published articles;
- Strong teaching and mentoring skills;
- Sound understanding of and passion for 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;
- Ability to develop a strong research program, outstanding publication record in high quality refereed conferences and journals; and
- Ability to obtain research funding.

Reporting Relationships

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

5.0 SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Job Title: 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; and
- Performs any other duties as may be assigned by the Supervisor.

a) DEVELOPMENT STUDIES

(2 POSITIONS)

Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor's Degree in Development Studies with Credit or better;
- Master's Degree in Development Studies;
- A PhD in Development Studies is added advantage;
- Minimum of (3) years' experience plus the ability to research and publish;
- A certificate in teaching Methodology is added advantage; and
- Must be a member of relevant professional body.

b) THEOLOGY AND RELIGION

(1 POSITION)

Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics.

- Bachelor's Degree in Theology, Religion or Divinities with Credit or better.
- Master's Degree in Theology, Religion or Divinities with Credit or better.
- A PhD in Theology, Religion or Divinities.
- Minimum of (3) years' experience plus the ability to research and publish.
- Must be a member of relevant professional body.

Required Competencies and Behavioral Attributes:

- Proven experience as an academician with published articles.
- Strong teaching and mentoring skills.
- Sound understanding of and passion for 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 06-04

6.0 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; and
- Performs any other duties as may be assigned by the Supervisor.

(a) CROP PRODUCTION AND PROTECTION/CROP SCIENCE (1 Position)
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 Degree in Crop Science and/or Agronomy with at least a Credit or better from a reputable University;
- Master of Science Degree in Crop Science and/or Agronomy from a reputable University;
- A PhD in Crop Science and/or Agronomy is added advantage;
- A certificate in teaching methodology is added advantage;
- Minimum of three (3) years' Post Graduate experience plus the ability to conduct research and publish; and
- Must be a member to a relevant professional body.

(b) ANIMAL BREEDING (1 Position)
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 Degree in Animal Science with at least a Credit from a reputable University.
- Master of Science Degree in Animal Science / Animal Breeding from a reputable University.
- A PhD in Animal Science with specialisation in Animal Breeding will be an added advantage.
- A certificate in teaching methodology is added advantage;

- Minimum of (3) years' Post Graduate experience plus the ability to research and publish; and
- Must be a member to a relevant professional body.

(c) ANTHROPOLOGY

(1 Position)

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 Degree in Anthropology/ Biology with at least a Credit from a reputable University.
- Master of Science Degree in Anthropology with specialisation in Indigenous Knowledge, Society and Environment from a reputable University.
- A PhD in Anthropology with specialisation in Indigenous Knowledge, Society and Environment will be an added advantage.
- A certificate in teaching methodology is added advantage;
- Minimum of (3) years' Post Graduate experience plus the ability to research and publish; and
- Must be a member to a relevant professional body.

Required Competencies and Behavioral Attributes:

- Proven experience as an academician with published articles.
- Strong teaching and mentoring skills.
- Sound understanding of and passion for 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 06-04

7.0 SCHOOL OF ENGINEERING

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 and masters 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;
- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance;
- 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;
- Seeks time for higher post-doctoral training and experience by working closely with more experienced colleagues who share a related area of expertise;
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students; and
- Performs any other duties as may be assigned by the Supervisor.

a) CIVIL ENGINEERING

(7 POSITIONS)

Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;

- An Upper class (credit or better) Bachelor's Degree in Civil/Structural/Water and Sanitation/Transportation/Geotechnical engineering from a reputable university;
- An Upper class (credit or better) Master's Degree in Structural Analysis/Design/Water/Sanitation/Hydrology/Hydraulics/Transportation/Geotechnics;
- An earned Ph.D in Structural Analysis and Design/Water and Sanitation/Hydrology/Hydraulics/Transportation/Geotechnics (for Senior Lecturer and Professor).
- A certificate in Teaching Methodology;
- At least three (3) years of experience in an academia or industry; and
- Professional Member of the Engineering Institution of Zambia.

b) AERONAUTICAL ENGINEERING (2 POSITIONS)
Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Aeronautical Engineering from a reputable university;
- An upper class (credit or at least a 3.0 GPA) Master's degree in Aeronautical Engineering or Mechanical Engineering from a reputable university with specialization in Structures, Propulsion Systems or Dynamics Engineering;
- Earned Ph.D. in Mechanical Engineering from a reputable university with specialization in Structures, Propulsion Systems or Dynamics Engineering (for Senior Lecturer and Professor);
- A certificate in Teaching Methodology is added advantage;
- At least three (3) years of experience in an academic or industry setting; and
- Professional Member of the Engineering Institution of Zambia.

c) MECHANICAL ENGINEERING (2 POSITIONS)
Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Mechanical Engineering from a reputable university;
- An upper class (credit or at least a 3.0 GPA) Master's degree in Mechanical Engineering from a reputable university with specialization in either Thermofluids, Manufacturing or Design Engineering;
- Earned Ph.D. in Mechanical Engineering from a reputable university with specialization in either Thermofluids, Manufacturing or Design Engineering (for Senior Lecturer and Professor);

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

d) ELECTRICAL POWER ENGINEERING (3 POSITIONS)

Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Electrical and Electronic Engineering from a reputable university;
- A Master's degree in Electrical Power Engineering from a reputable university with specialization in any of the following: Electrical Power Systems, Electrical Machines, Electrical Drives, Power Electronics and Control Engineering;
- Earned Ph.D. in Electrical Power Engineering from a reputable university with specialization in any of the following: Electrical Power Systems, Electrical Machines, Electrical Drives, Power Electronics and Control Engineering (for Senior Lecturer and Professor);
- A certificate in Teaching Methodology is added advantage;
- At least three (3) years of experience in an academic or industry setting; and
- Professional Member of the Engineering Institution of Zambia.

e) TELECOMMUNICATIONS AND ELECTRONICS ENGINEERING (2 POSITIONS)

Qualifications and Experience:

- Full Grade 12 certificate with 5 'O' levels with Credit or better including English and Mathematics;
- An upper class (credit or better) Bachelor's degree in Telecommunications or Electronic Engineering from a reputable university.
- A Master's degree in Telecommunications or Electronic Engineering from a reputable university with specialization in any of the following: Signal Processing, Micro-Electronics, Embedded Systems, Switching, Microwaves and Digital Communication.
- Earned Ph.D. in Telecommunications or Electronic Engineering from a reputable university with specialization in any of the following: Signal Processing, Micro-Electronics, Embedded Systems, Switching, Microwaves and Digital Communication (for Senior Lecturer and Professor).
- A certificate in Teaching Methodology is added advantage;
- At least three (3) years of experience in an academic or industry setting; and

- Professional Member of the Engineering Institution of Zambia.

8.0 SCHOOL OF THE BUILT ENVIRONMENT

JOB TITLE: 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 and masters students in accordance with the University's strategy, policy and procedures.

Main Duties and Responsibilities

- 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;
- Participates in administrative duties in areas such as admissions, timetabling, examinations, and assessment of progress and student attendance;
- 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;
- Seeks time for higher post-doctoral training and experience by working closely with more experienced colleagues who share a related area of expertise;
- Offers counsel on projects and other academic activities; as well as promotes the well-being of students; and
- Performs any other duties as may be assigned by the Supervisor.

(a) Urban and Regional Planning (X1)

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Science Degree in Urban and Regional planning with credit or better.
- Master's Degree in Urban and Regional Planning/ Master of Science in Rural Planning;
- Must have an earned PhD in Urban and Regional Planning from a reputable University;
- Minimum of three (3) years of lecturing/research experience; and
- Must be a fully paid up member of relevant professional body

(b) Real Estate Studies (1)

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Science Degree in Real Estate Studies with credit or better.
- Master's Degree in Real Estate Studies;
- Must have an earned PhD in Real Estate Studies from a reputable University.
- Minimum of three (3) years of lecturing/research experience; and
- Must be a fully paid up member of relevant professional body

Required Competencies and Behavioral Attributes

- Be able to demonstrate Academic and Professional Leadership
- Excellent interpersonal and communication skills.
- Excellent written and oral presentation skills.
- Business Awareness
- Takes responsibility for actions, projects and work under own direction
- Ability and willingness to work as part of a team and contribute fully to the work of the department.
- Research and publication track record.

Reporting Relationships

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

9.0 CENTRE FOR ACADEMIC DEVELOPMENT

Job Title: COORDINATOR - EDUCATIONAL MEDIA AND TECHNOLOGY (X1) (Re-advertised) *(Applicants previously interviewed need not apply)*

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; and
- Performs any other duties as may be assigned by the Supervisor.

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; and
- 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 Cover Letter, Curriculum Vitae, copy of 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 **Thursday 21st May, 2026**. **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***