ADVERTISEMENT

(PERSAL Appointment - Full Time Permanent)

APPLICATIONS ARE AWAITED FROM SUITABLY QUALIFIED PERSONS FOR APPOINTMENT IN THE FOLLOWING POSITION:

Senior Lecturer: on PL2 (Electrical/Fitter and Turner) Engineering Studies
with basic salary between R452 649,00 and R532 572,00 per annum.

Location: Namaqualand

Post Reference No: NCRTVET/787/10/2026/LEC/ES/NAM/03

The NCR TVET College is looking for a highly qualified, experienced, and dynamic technical leader to join our team as a Senior Lecturer in Engineering Studies. The successful candidate will oversee academic delivery, curriculum implementation, staff supervision, and workshop management for the Electrician and/or Fitter and Turner trades within our Quality Council for Trades and Occupations (QCTO) programmes. This is a key leadership role for an industry-experienced artisan educator who can drive academic standards, ensure regulatory compliance, and lead a team of lecturers in producing skilled artisans. This is a full-time position on Post Level 2.

Minimum Requirements:

Appropriate recognized Professional qualification in Education.
Appropriate recognized and relevant REQV 13 qualification (M+3), such as a Degree, Diploma or National N Diploma (NQF Level 6) in Electrical Engineering / Mechanical Engineering, or an equivalent relevant qualification.
Minimum 2/two year's related experience.
SACE Registration or valid proof of application for SACE Certificate.
Relevant Trade Test qualification (Red Seal).

Recommendations:

Knowledge:

Advanced knowledge of the QCTO occupational curriculum framework, including the implementation, alignment, and quality assurance of Knowledge Modules (KM), Practical Skills Modules (PM), and Workplace Experience Modules (WM) for engineering trades.
Comprehensive technical mastery of trade theory, engineering blueprints, electrical installations, turning and milling operations, mechanical fitting, power tools, and industrial safety standards.
Expert knowledge of QCTO, NAMB, and SETA assessment regulations, Internal Assessment Quality Assurance (IAQA), workplace logbook verification, and National Standardised Trade Test / EISA requirements.
In-depth understanding of workshop safety legislation under the Occupational Health and Safety (OHS) Act, environmental regulations, and SANS compliance standards.
Thorough working knowledge of policy frameworks governing TVET colleges, including the Continuing Education and Training (CET) Act, Employment of Educators Act, Public Finance Management Act (PFMA) guidelines, and PAM/SACE frameworks.

Skills:

Leadership, academic supervision, and team management skills to guide, mentor, and evaluate PL1 lecturers, instruction staff, and workshop assistants.
Advanced workshop management and operational oversight skills, including inventory control, equipment procurement, machine maintenance scheduling, and safety compliance audits.
Assessment, internal moderation, and quality management skills, ensuring learner Portfolios of Evidence (PoE) and practical assessment tasks meet all accreditation body standards.
Strategic planning, timetable management, and curriculum coordination skills to optimize classroom and workshop resource allocation.
Excellent interpersonal, dispute-resolution, administrative, and report-writing skills for departmental communication

and institutional reporting.

Experience:

3 to 5 Years of lecturing/facilitation experience in Electrical or Mechanical Engineering trade programmes within a public TVET or accredited training environment.
Proven experience in a supervisory, subject head, or senior academic coordination role, including managing subject staff, moderating assessments, and overseeing workshop operations.
Demonstrable track record of post-qualification industry experience in electrical or mechanical/fitter turning maintenance and operations.
Experience in managing learner logbooks, workplace placement coordination, and preparing departments for QCTO/NAMB accreditation audits and EISA examinations.

Additional Qualifications or Experience:

Formal registration as a QCTO, NAMB, MERSETA, or EWSETA accredited Constituent Assessor AND Moderator for Electrician or Fitter and Turner trades will be an added advantage.
Dual qualification or verified trade competency in both Electrical and Mechanical/Fitter & Turner fields (Millwright status) will be an added advantage.
Possession of an REQV 14 qualification (BTech / Honours / Advanced Diploma in Engineering or TVET Education) or post-graduate qualification in Educational Management will be an added advantage.
Experience using Learning Management Systems (LMS), digital workshop simulation software, or computer-aided design tools for departmental management and instruction will be an added advantage.

Key Result Areas:

Teaching and learning Delivery

Teach students in classrooms or workshops providing theory and practical training through lectures, discussions, practical demonstrations and supervision.
Prepare lessons (lesson plans) and produce materials such as typed notes, diagrams, patterns and any consumables for use in teaching.
Maintain student attendance registers and produce student progress reports.
Monitor the provision of resources to libraries and/or access to IT facilities appropriate to the subject requirement and advise on these requirements.
Monitor and report on student engagement and responsiveness to teaching activities.

Assessment

Assess students by setting and marking exams and evaluating completed projects.
Ensure that work is set and assessed consistently, in line with OBE principles and the College Assessment policy and complete all related administrative records or reports.
Lead and/ or co-ordinate subject related assessment and moderation committees.
Maintain all assessment records of student progress and performance.

Subject Development

Set subject related standards and maintain up to date knowledge of industry trends in subject area.
Participate in INSET courses and contribute subject specific teaching enhancements.
Revise instructional material and advice on new content based on current industry trends. Mentor junior colleagues in new content requirements.
Represent the subject area at “open days” and other promotional events. Providing guidance and work-related insights to students, parents and general community.

Teaching Administration

Maintain register of all textbooks/ tools allocations and check returned textbooks/ tools (ensuring charges for loss or damages).
Submit annual and term estimates of material needs (including consumables) for the subject to Head of Department.
Report on or facilitate the maintenance of equipment and/or workshops.
Comply with all registration, assessment and other data entry requirements.
Participate in regular departmental meetings, informing colleagues of all matters pertaining to student performance in own subjects.

Student Guidance and Support

Devise academic support programmes for subject area if needed.
Support students on an individual basis through academic or personal difficulties and liaise with other professionals within Student Support Services as needed.
Manage student behaviour in the classroom or other campus premises, applying appropriate measures in cases of

misbehaviour of learning disruption.

CLOSING DATE FOR APPLICATIONS: Friday, 20 November, 2026

Only fully completed and online submitted applications, on the relevant website provided, are valid applications that will be accepted as an official application. You can use the following link to apply for this position:
https://ncrz83.ngnscan.co.za/
No physical/written/emailed application may be submitted for this position, in which case such applications will be discarded and excluded from the Recruitment and Selection processes.

Enquiries: Mr. PJ Reyneke (Tel: 0871882060)

PLEASE NOTE THE FOLLOWING:

The College is an equal opportunity, affirmative action employer.
Disabled persons with the relevant qualifications are encouraged to apply for this position.
The prescribed Z83 application form as well as your comprehensive, up-to-date CV must be completed and uploaded online when applying for this position. Incomplete and unsigned Z83 forms and the absence of a comprehensive, up-to-date CV, will disqualify your application.
Correspondence will only be entered into with candidates that were short-listed.
Applications received after the closing date and time will not be considered for the post.
By applying, the applicant agrees and accepts that it is at the sole and absolute discretion of the NCR TVET College to shortlist or not to shortlist the applicant regarding any vacant post at any site of the employer.
If there is no response received within 3 months after the closing date, please regard your application as unsuccessful.
The NCR TVET College reserves the right not to fill this post.