ADVERTISEMENT

(PERSAL Appointment - Full Time Permanent)

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

Senior Lecturer: on PL2 (Mechanical Engineering - QCTO) Engineering Studies
with basic salary between R452 649,00 and R532 572,00 per annum.

Location: Kathu

Post Reference No: NCRTVET/799/10/2026/LEC/ES/KAT/03

The NCR TVET College is looking for a qualified and dedicated Mechanical Engineering Lecturer to facilitate occupational training and practical workshop instruction within our Quality Council for Trades and Occupations (QCTO) programmes. This is a hands-on role for an industry-experienced mechanical professional who can bridge theoretical engineering concepts with real-world workshop applications to build high-demand artisan skills. 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 Mechanical Engineering, or an equivalent relevant qualification.
Minimum 1/One year of experience in related field.
SACE Registration or valid proof of application for SACE Certificate.
Relevant Trade Test qualification (Red Seal).

Recommendations:

Knowledge:

In-depth understanding of the QCTO occupational curriculum framework, including Knowledge Modules (KM), Practical Skills Modules (PM), and Workplace Experience Modules (WM) for mechanical engineering trades.
Comprehensive technical knowledge of mechanical trade theory, engineering drawings, machine shop operations, turning, milling, precision fitting, pneumatics, and hydraulics.
Detailed understanding of workshop health and safety protocols and statutory compliance under the Occupational Health and Safety (OHS) Act and relevant machinery regulations.
Sound knowledge of Quality Council assessment policies, Internal Assessment Quality Assurance (IAQA) frameworks, and National Standardised Trade Test / EISA (External Integrated Summative Assessment) procedures.
Working knowledge of legislative frameworks governing public TVET institutions, including the Continuing Education and Training (CET) Act and Skills Development Act.

Skills:

Strong practical facilitation and instructional skills to deliver both theoretical mechanical concepts and supervised hands-on machine shop training in a workshop environment.
Machine shop and tool management skills to operate, maintain, and safeguard center lathes, milling machines, drill presses, measuring instruments, and hand tools safely and effectively.
Assessment and logbook management skills, with the ability to evaluate learner Portfolios of Evidence (PoE), practical machining tasks, and continuous formative assessment tasks.
Technical problem-solving and analytical skills to read complex engineering blueprints, calculate machine settings/tolerances, and troubleshoot mechanical faults.
Strong communication, administrative, and record-keeping skills for student attendance tracking, marks entry, and workshop inventory control.

Experience:

2 to 3 Years of post-qualification industry or trade experience working as a qualified mechanical artisan in a manufacturing, engineering, or industrial workshop environment.
Practical experience in supervising, training, or mentoring apprentices, learners, or student interns in a mechanical engineering workshop setting.
Experience in designing, conducting, or managing practical assessments and learner Portfolios of Evidence (PoE) in an outcomes-based or occupational learning framework.

Additional Qualifications or Experience:

Formal registration as a QCTO, NAMB, or merSETA accredited Constituent Assessor and/or Moderator for mechanical trades.
Additional trade qualifications or verified competencies in CNC (Computer Numerical Control) machining, CAD/CAM software, or welding.
Experience using digital simulation software, e-learning management systems (LMS), or computer-aided drafting (CAD) in mechanical engineering instruction.

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.