ADVERTISEMENT

(PERSAL Appointment - Full Time Permanent)

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

Lecturer: on PL1 (Fitter and Turner) Engineering Studies
with basic salary between R281 319,00 and R450 471,00 per annum.

Location: Kathu

Post Reference No: NCRTVET/800/10/2026/LEC/ES/KAT/01

The NCR TVET College is looking for a qualified and technical trade professional to join our team as a Fitter and Turner Lecturer. The successful candidate will 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, turning lathe operations, precision fitting, and machining to build high-demand artisan skills. This is a full-time position on Post Level 1.

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) as Fitter and Turner.

Recommendations:

Knowledge:

In-depth understanding of the QCTO occupational curriculum, including Knowledge Modules (KM), Practical Skills Modules (PM), and Workplace Experience Modules (WM) for the Fitter and Turner trade.
Comprehensive technical knowledge of mechanical trade theory, engineering drawings, precision turning, milling, grinding, bench work, marking off, component assembly, and pneumatic/hydraulic fundamentals.
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, shaping equipment, 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 Fitter and Turner in a manufacturing, mining, engineering, or industrial workshop environment.
Practical experience in supervising, training, or mentoring apprentices, learners, or student interns in a mechanical engineering workshop.
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 the Fitter and Turner trade will be an added advantage.
Additional trade qualifications or verified competencies in CNC (Computer Numerical Control) machining, CAD/CAM software, or welding will be an added advantage.
Experience using digital simulation software, e-learning management systems (LMS), or computer-aided drafting (CAD) in mechanical engineering instruction will be an added advantage.

Key Result Areas:

Prepare lesson plans and lecture students in compliance with the College Annual Academic Plan, the Campus timetable and the College Quality Management System.
Facilitate general academic and career development of students.
Participating in student's extra-curricular activities. Promotes the holistic development of students.
Assist in assessing progress in advancing the curriculum in developing students
Assist with recruitment, registration and induction of students.
Identifying gaps in learning, curriculum or any related developmental obstacles and advice accordingly.
Create a conducive classroom environment and ensure efficient classroom management and discipline of students.
Assess students, maintain assessment records and capture marks electronically in compliance with the College's policies and procedures.

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.