THE COPPERBELT UNIVERSITY
OFFICE OF THE REGISTRAR

EMPLOYMENT OPPORTUNITIES

Published 24th March, 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, Industrialization 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 in the following academic positions:

1. SCHOOL OF INFORMATION AND COMMUNICATION TECHNOLOGY

(a) SENIOR LECTURER

(i) INFORMATION TECHNOLOGY/INFORMATION SYSTEMS (X1)

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.

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 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;
- An earned PhD in Computer Science, Software Engineering, Information Systems from a recognised institution with a demonstrated prior experience in teaching both high and low level programming languages, software engineering and hands on project development courses;
- At least seven (7) years' experience in research or teaching in a recognised University and demonstrated Research Impact (H Index - 6);
- At least ten (10) peer reviewed publications in recognised outlets in the field of specialisation, of which at least three (3) should be the first author;

- Must have prior experience of postgraduate student supervision, with at least four (4) postgraduate students to completion;
- Must be a registered member with the Information Communication Technology Association of Zambia (ICTAZ);
- A certificate in Teaching Methodology will be an added advantage.
- Evidence of community engagement;

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 Relationship
- Immediate Supervisor: **Head of Department**
- **Salary Scale**: **ACS 03**

(b)   **LECTURER**

(i)   **INFORMATION TECHNOLOGY/ INFORMATION SYSTEMS   (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 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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor's Degree in Information Systems, Information Technology, Computer Science with Merit of Better from a recognised Institution;
- Master's Degree in Information Systems, Information Technology, Computer Science from a recognised Institution;
- A Ph.D in information Systems, Information Technology, Computer Science will be an added advantage;
- At least three years teaching experience post graduate experience plus the ability to research and publish from a recognised institution;
- Evidence of Community engagement;
- Certificate in Teaching Methodology an added advantage; and
- A Registered member with the Information Communication Technology Association of Zambia (ICTAZ).

Required Competencies and Behavioral Attributes

- Ability to demonstrate experience in teaching, proven research and publication background;
- Strong commitment to teaching with at least two (2) peer reviewed journal publications; and
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.

Reporting Relationship

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

(ii)   COMPUTER SCIENCE   (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 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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor's Degree in Computer Science with Merit of Better from a recognised Institution;
- Master's Degree in Computer Science from a recognised Institution;
- A Ph.D in Computer Science will be an added advantage;
- At least three years teaching experience post graduate experience plus the ability to research and publish from a recognised institution;
- Evidence of Community engagement;
- Certificate in Teaching Methodology an added advantage; and
- A Registered member with the Information Communication Technology Association of Zambia (ICTAZ)

Required Competencies and Behavioral Attributes

- Ability to demonstrate experience in teaching, proven research and publication background;
- Strong commitment to teaching with at least two (2) peer reviewed journal publications; and
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.

Reporting Relationship

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

(iii)   COMPUTER ENGINEERING   (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 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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English 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 post graduate experience plus the ability to research and publish from a recognised institution
- Evidence of Community engagement;
- Certificate in Teaching Methodology an 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

- Ability to demonstrate experience in teaching, proven research and publication background;

- Strong commitment to teaching with at least two (2) peer reviewed journal publications; and
- Strong communication skills required to communicate with professionals, write academic papers and research papers and bid for consultancies.

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

2. SCHOOL OF ENGINEERING (MPIKA CAMPUS)

(a) LECTURER

(i) MECHANICAL ENGINEERING – Specialization in Mechanical Design Principles, Materials Science, Manufacturing Processes and/or Product Modelling **(X3)**

(ii) MECHANICAL ENGINEERING – Specialization in Thermofluids Engineering, Energy Systems (including renewable energies) and/or Computational Fluid Dynamics **(X3)**

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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Engineering in Mechanical Engineering/ Mechanical and Railway Systems Engineering with Merit or better;
- Master's Degree in Mechanical Engineering/ Mechanical and Railway Systems Engineering
- A Ph.D in Mechanical Engineering/Mechanical and Railway Systems Engineering will be an added advantage
- Minimum of three (3) years' experience in teaching in an academic setting; and
- Must be a registered member of the Engineering Institution of Zambia (EIZ).

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; and
- Excellent interpersonal and communication skills.

Reporting Relationship

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

(iii) ELECTRICAL ENGINEERING (X2)

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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Engineering in Electrical/ Electronics Engineering with Merit or better;

- Master's Degree in Electrical/ Electronics Engineering with specialisation in any of the following: Electrical Power Systems, Electrical Machines and Drives, Control Systems and/or Microprocessors and Power Electronic;
- A Ph.D in Electrical/ Electronics Engineering will be an added advantage
- Must be a registered member of the Engineering Institution of Zambia (EIZ); and
- Minimum of three (3) years' experience in teaching in an academic setting.

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; and
- Excellent interpersonal and communication skills.

Reporting Relationship

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

(iv) CIVIL ENGINEERING   (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 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.

Qualifications and Experience

- Full Grade 12 certificate or Form V with 5 'O' levels with Credit or better including English and Mathematics;
- Bachelor of Engineering in Civil Engineering with Merit or better;
- Master's Degree in Civil Engineering with specialisation in any of the following: Highway Engineering, Structural Engineering, Geology or Soil Mechanics or Geomatics Engineering;
- A Ph.D in Civil Engineering will be an added advantage;
- Minimum of three (3) years' experience in teaching in an academic setting; and
- Must be a registered member of the Engineering Institution of Zambia (EIZ).

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; and
- Excellent interpersonal and communication skills.

Reporting Relationship

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

(v)   PRODUCTION AND OPERATIONS MANAGEMENT   (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 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.

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 in Production Management with Merit or better;
- Master's Degree in Production Management, Operations and Supply Chain Management with specialisation in any of the following: Supply

Chain/ Quality Management, Operations Research, Production Planning and/or Management Science;
- A Ph.D in Production Management, Operations and Supply Chain Management will be an added advantage
- Minimum of three (3) years' experience in teaching in an academic setting; and
- Must be a registered member of the Engineering Institution of Zambia (EIZ)/ 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; and
- Excellent interpersonal and communication skills.

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

Interested applicants meeting the above requirements should submit a signed application letter, a detailed Curriculum Vitae, copy of National Registration Card (NRC), **Zambia Qualifications Authority (ZAQA)** validated/ certified copies of Academic and Professional Certificates, transcripts of results, proof of membership to a professional body and three (03) names of referees, two (02) of whom must be professionally acquainted with the applicant.

The applications in hard copies should be submitted to the undersigned **not** later than **Monday, 7ᵗʰ April 2025** or soft copies (as a single document) should be sent to **jobs@cbu.ac.zm.**

The Registrar
The Copperbelt University
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Please note that only shortlisted candidates will be contacted