



**AFRICA NAZARENE
UNIVERSITY**

VACANCY ANNOUNCEMENT

Africa Nazarene University (ANU) is a fully chartered, non-profit, Private Christian University and is a part of Network of 21 Higher Education Institutions sponsored by the Church of the Nazarene International, with a mission to provide a holistic education that develops individuals academically, spiritually, culturally, socially and physically, to equip them with an appropriate mix of skills, competencies and Christian values to enable them to go into the world well prepared to meet the challenges and opportunities of their time.

The University seeks to engage suitable and qualified candidates to serve in the following position:

1. FACULTY POSITIONS

Job Ref. No.	Professor/Associate Professor/ Senior Lecturer/Lecturer	School/Department	Academic requirements
ANU/SOB/01/04/26	Human Resource Management	School of Business	PhD in Human Resource Management

Qualifications and Experience

Professor:

- At least three (3) years of teaching experience at the university level as an Associate Professor.
- A minimum of sixty (60) publication points as an Associate Professor or equivalent, of which at least forty (40) should be from refereed scholarly journals.
- National, Regional, and international recognition for research.
- Supervised at least five (5) postgraduate students to completion, including at least two (2) doctoral students.
- Attracted research funds as an Associate Professor or equivalent.

Associate Professor:

- At least three (3) years of teaching experience at the university level as a Senior Lecturer or Senior Researcher or six (6) years senior research/industry experience.
- A minimum of forty-eight publication points as a Senior Lecturer or equivalent, of which at least thirty-two (32) should be from referred scholarly journals.
- National, Regional, and international recognition for research.
- Supervised at least four (4) post-graduate students to completion, including at least one doctoral student.
- Attracted research funds as a Senior Lecturer/Senior Research Fellow.

Senior Lecturer:

- At least three (3) years of teaching experience at the university level as a Lecturer or Senior Researcher or six (6) years research/industry experience.
- A minimum of thirty-two (32) publication points as a Lecturer or equivalent, of which at least twenty-four (24) should be from referred scholarly journals.
- National, Regional, and international recognition for research.
- Supervised at least three (3) post-graduate students to completion as a Lecturer or equivalent.
- Attracted research funds as a Lecturer/Research Fellow.

Lecturer:

- At least three (3) years of teaching experience at the university level as a lecturer or five (5) years research/industry experience with a track record of securing research funds.
- A minimum of twenty-four (24) publication points as a Lecturer or equivalent, of which at least sixteen (16) should be from refereed scholarly journals.

General Expectations:

- Demonstrated Teaching skills as evidenced by student evaluation and peer reviews.
- Demonstrated evidence of success in some major non-teaching responsibilities at the University or other reputable organization will be an added advantage.
- Demonstrated experience in online teaching and pedagogy.

Key duties and responsibilities:

- Deliver quality teaching, assessment and feedback.
- Engage in curriculum review and program improvement, contribute to the development, planning and implementation of a high-quality curriculum
- Review curriculum and course outline, review and develop course and lesson plans.
- Prepare course materials and teaching aids, ensure timely upload in the Learning Management System.
- Attending meetings and other administrative duties as assigned.
- Employ various teaching methods (such as field studies, group activities, assignments, laboratory sessions, off class activities etc.) to help student learning and deliver course content
- Develop an assessment plan. Set, pre-moderate, administer, mark and post moderate exams, assignments, presentations and other assessments. Ensure grades are entered into the system.
- Supervise undergraduate or graduate teaching, internship, and research work
- Conduct research in a particular field of knowledge and publish findings in professional journals, books, or electronic media.
- Participate in quality assurance activities such as evaluations, peer review and self-assessments.
- Provide timely data/reports to the Chair of Department and other supporting functions such as registrar, examinations and ANU Online.
- Develop a schedule on student academic and career advising, and any other related issues when required, the schedule to be communicated to the students through the school/department.
- Attend conferences, workshops and seminars, industrial linkages and market outreach visits or related when required.
- Ensure submission of individual performance agreement and reports as they fall due.
- Adhere to relevant programs standards and guidelines in delivery of curriculum.
- Maintain academic integrity and ethical practice.

Personal attributes and competencies:

- Demonstrated alignment to the mission and vision of Africa Nazarene University
- Student centered approach to teaching and learning
- Displays high commitment to work
- Excellent Communication skills
- Excellent interpersonal, organizing and planning skills
- Excellent research writing skills

Suitably qualified candidates are encouraged to apply through the email recruitment@anu.ac.ke not later than **Friday, 8th May 2026**. Kindly follow the instructions below to submit your application:

1. Enclose an updated Curriculum Vitae with details of current post, salary and other financial benefits, testimonials, certified academic and professional certificates, copy of National Identity Card, names and addresses of three referees (one of whom should be present or previous employer).
2. Fill out the form in the link [Faculty, School of Business - HRM](#) as part of the application process:
3. Ensure you have indicated the job title and reference number in the subject of the email.

Only shortlisted candidates shall be contacted and will be required to provide clearance certificates from Higher Education Loans Board, Ethics and Anti-Corruption Commission, Credit Reference Bureau, Kenya Revenue Authority, and Criminal Investigation Department.

ANU is an equal opportunity employer, and any canvassing shall lead to automatic disqualification.

**The Vice Chancellor
Africa Nazarene University
P.O Box 53067-00200
Nairobi**