



**THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS**

APPLICATION PACK

**LECTURER/ASSISTANT LECTURER IN GENDER AND DEVELOPMENT
INSTITUTE FOR GENDER & DEVELOPMENT STUDIES:
NITA BARROW UNIT
GEND 01/09**

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NOTES – please read carefully before completing the application form

Thank you for your enquiry regarding a post at the University of the West Indies, Cave Hill Campus. Enclosed is an application form and a set of further particulars for this post.

Application procedure:

Should you wish to apply for this position, please send a completed application form to:
(You may include a CV as well, but not in place of the application form):

**The Senior Assistant Registrar (Staff), The University of the West Indies, Cave Hill Campus,
P.O. Box 64, Bridgetown BB11000, Barbados.**

Please note that a hard copy of your application is required. Only signed applications will be considered. Please ensure that you quote reference number GEND 01/09 on all correspondence.

For an informal discussion of the post please contact The Human Resources Department by email, humanresources@cavehill.uwi.edu.

Closing Date: FEBRUARY 28, 2009

In order to expedite the appointment procedure, applicants are advised to request their referees to send references under *confidential* cover *directly* to the Campus Registrar without waiting to be contacted by the University. We will inform you of the outcome of your application as soon as possible.



THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

Applications are invited from suitably qualified persons for the post of **Lecturer/Assistant Lecturer in Gender and Development**, at the University of the West Indies, Cave Hill Campus, Barbados.

A PhD Degree in Gender and Development Studies/Gender Studies is required. The applicant must have a postgraduate degree in Gender and Development Studies or Feminist Studies and a strong record of research publications. The successful applicant will be required to teach at least four of the following semester courses.

- Introduction to Women Studies in the Caribbean: Feminist Theoretical Perspectives
- Theories of Men and Masculinities in the Caribbean
- Theories of Development and Gender Analysis
- Women and Leadership in Developing Countries
- Contemporary Issues of Men and Masculinities in Caribbean Societies

For Postgraduate teaching the successful applicant must be able to teach Feminist Epistemologies and Feminist Methodologies, and Advanced Feminist Theories. Teaching experience in Gender and Development Studies in the Caribbean is highly desirable. Experience in the coordination and teaching of a certificate program in Gender and Development would be an asset.

The successful applicant will be expected to assume duties by August 1, 2009 or as soon as possible thereafter.

Detailed applications (two copies) giving full particulars of qualifications and experience, biodata and the names, addresses (including email) and telephone numbers of three (3) referees (one of whom should be from your present organization) should be sent as soon as possible to **The Senior Assistant Registrar (Staff), University of the West Indies, P.O. Box 64, Bridgetown, Barbados. Fax (246) 417-0330; Email: humanresources@cavehill.uwi.edu**. A Job Application Pack is available from our website: www.cavehill.uwi.edu.

The closing date for applications is FEBRUARY 28, 2009



THE UNIVERSITY OF THE WEST INDIES

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FURTHER PARTICULARS FOR THE POST OF LECTURER /ASSISTANT LECTURER IN GENDER AND DEVELOPMENT

1. BACKGROUND

Gender and Development Studies at the University of the West Indies constitute a multidisciplinary programme. The programme has its beginnings in the work of the Women and Development Studies Unit (WAND), established in 1978 in what is now the Open Campus. WAND, associated with the Cave Hill Campus, continued to undertake Caribbean-wide research and community research related to Women and Development. Activities later were extended by the Women in the Caribbean Research Project (WICP) coordinated by the Institute of Social and Economic Research, Cave Hill, between 1978 and 1982.

In 1986 a project of co-operation in teaching and research in Women and Development Studies began with funding provided by the Netherland Government. The project links the University of the West Indies (UWI) with the Institute of Social Studies, The Hague and the Netherlands Ministry of Co-operation. The project has been administered by a regional office through the activities of Women and Development Studies groups on the three campuses.

The Centre for Gender and Development Studies, now re-designated the Institute for Gender and Development Studies (IGDS), was established on **1 September 1993**, and is the result of institutionalisation of Women and Development Studies within the University of the West Indies academic programme. The Institute is a regional one, headed by a Professor/Regional Coordinator. The ultimate aim of the Institute is the development of an interdisciplinary programme of teaching and research in Gender and Development Studies at various levels of the university system.

A campus unit exists on each campus and the aims and activities of these units include research, curriculum development and teaching as well as outreach programmes. These promote gender equity and prepare gender-aware students for their role in Caribbean development and Caribbean transformation.

2. CURRENT VACANCY

Lecturer/Assistant Lecturer – Institute for Gender and Development Studies: Nita Barrow Unit

Preference will be given to applicants who have completed a postgraduate degree in Gender and Development with a specialization in Caribbean Societies. A PhD degree in Feminist Studies/Gender Studies is required. Experience in undergraduate and postgraduate teaching is required.

The Cave Hill Campus draws most of its students from Barbados and the countries of the OECS. The outreach programme of IGDS is one of the more critical aspects of the work of IGDS in the Eastern Caribbean. The successful applicant will develop and coordinate short workshops in the OECS and be responsible for the seminar and Lecture Series at the Cave Hill Campus. He/she must assist in curriculum development specifically the development of an undergraduate major in Gender and Development Studies, carry out research, and assist in the teaching of a MPhil/PhD Programme in Gender Studies.

Research

The Institute has four major ongoing projects at different stages of completion. The successful applicant would be required to be fully involved in the research activities of IGDS. A specific interest of IGDS:NBU, Cave Hill is the area of Gender and Public Policy.

Publications

IGDS:NBU, Cave Hill publishes a Working paper Series and averages about two papers per year. The successful applicant will be a member of the editorial board and be expected to contribute to the management of the series.

Duties

The successful applicant will be expected to contribute to various academic and outreach activities of IGDS in Barbados and the Caribbean, non Campus Countries.

SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

Post - Lecturer/Assistant Lecturer in Gender and Development

Note: This is a tenure track position and the appointee may continue in the service of the University, by mutual consent, until the retiring age of 65 years.

Initial appointment will be on contract for a period of three years in the first instance.

- (a) **Salary Scales** – the salary scales accord with the level at which the appointments are made. Salary scale and point of entry will depend on the qualifications and experience of the successful candidate.

Lecturer:

BDS\$78,480 x 3,180 - 97,560 (**Bar**) x 3,180 - 116,640 per annum

Assistant Lecturer:

BDS\$66,660 x 2,880 – 72,420 per annum

Note: these are graduated scales that progress from the minimum point to the top of the scale by annual increments except where a merit bar requires formal assessment before crossing. For example the scale for Lecturer runs as follows:

Minimum point	68,520
2 nd point	71,280 (68,520 + 2760)
3 rd point	74,040 (71,280 + 2760)

- (b) **Allowances**

- *Housing Allowance* - 20% of basic salary

- (c) **Benefits**

- *Transportation Allowance* - BDS\$2400 per annum
- *Book Grant* - \$3000 per annum
- *Study and Travel Grant* – BDS\$9,673 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)

- (d) **Pension Arrangements**

Each full time employee is required to contribute to the University Pension Scheme (FSSU). The contribution rates are Employee 5%, UWI 10%. The sums are invested to provide a pension at age 65, the age of retirement.

Staff leaving the University of the West Indies before retirement can, at the moment, withdraw from the scheme and receive any benefits accrued at that time.

(e) **Other**

For persons recruited from overseas:

- *Airfares* - economy class passages (self, spouse and up to three dependent children under 22 years of age) on appointment and normal termination
- *Shipping of household and personal effects* – up to US\$1,800 on appointment and normal termination.
- *Shipment of academic books/teaching research equipment* - up to US\$600 on appointment and normal termination.

The Registry
Cave Hill Campus
January 2009
