



FOR HIRING

Position Title: Assistant Professor 4

(Permanent)

Minimum Qualifications: (Based on VSU Qualification Standards as approved by CSC)

1. Education: Ph.D. in Crop Science or Agronomy
2. Experience: At least three years of working as an Assistant Professor
3. Training: Attended/participated and/or conducted numerous pieces of training
4. Eligibility: Civil Service Eligible or Agriculturist Board Exam Passer
5. Additional qualifications: Active member in a National and International Society, has sufficient knowledge in Crop Science and Soil Science, and credible know-how in conducting research and extension activities, especially in Agronomy and Soil Science.

Should possess the following competencies:

Core competencies:

1. **Exemplifying Integrity & Professionalism** - Demonstrates high standards of professional behavior as public servants, adhering to ethical as well as moral principles, values, and standards of public office and promotes the highest standards for individual and university performance by upholding university mandate, core values, policies and guidelines taking into consideration the impact of one's actions and decisions in ensuring that public interest is upheld at all times. (Level 2)
2. **Delivering Service Excellence** - Complies with VSU's established standards of delivery or service level agreements and delivers explicit requirements of customers; provides proactive, responsive, accessible, courteous, and effective public service to provide the highest level of customer satisfaction which exceeds customers' expectations. (Level 2)
3. **Communication Savvy** - Effectively delivers messages that simply focus on facts or information; receives and conveys ideas, instructions, and information by using appropriate language, method and manner to ensure the audience understands the message and takes necessary action. Makes clear and convincing oral presentations to individuals or groups; listens effectively and clarifies information as needed. (Level 2)
4. **Interpersonal Relationship Management** - Effectively communicates and interacts with colleagues, customers, and clients, and works well in a team to achieve results. (Level 2)
5. **Change Adaptation** - Works effectively with a variety of people and situations and adapts one's thinking, behavior, and style appropriately in dealing with change. Adapting to different ways of thinking and doing things in a quick and positive manner. (Level 2)
6. **Gender Responsive Management** - Promotes enabling environment for gender equality and women empowerment by creating awareness of gender and development and formulates guidelines and strategies to address gender-related problems and issues. (Level 1)

Functional Competencies: (May vary depending on the need of the department)

1. **Facilitating Learner-Centered Environment** - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning. (Level 2)
2. **Innovative Learning Strategies** - Adopts principles and develops teaching strategies by designing outcomes-based course syllabi to adapt to the changing educational landscape. (Level 2)