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Incorporating the satellites:	Insluitend die satelliete:
Oliewenhuis Art Museum	Oliewenhuis-kunsmuseum
Freshford House Museum	Freshford-huismuseum
First Raadsaal	Eerste Raadsaal
Wagon Museum	Waenhuismuseum
Florisbad Research Station	Florisbad-navorsingstasie

VACANCY

SENIOR OR PRINCIPAL MUSEUM SCIENTIST: ARCHAEOLOGY (PERMANENT POSITION)

READVERTISEMENT TO EXPAND THE POOL OF CANDIDATES THAT APPLIED.

CANDIDATES WHO APPLIED DO NOT NEED TO REAPPLY.

Level: From DPSA Level 8 for Senior or Principal Museum Scientist

Level: DPSA Level 7 for Museum Scientist

Purpose of the Position

Purpose of the Position

To undertake internationally competitive research primarily in the stone age archaeology field and to publish the research through peer reviewed publications; conferences, lectures and popular publications.

Appointment may be made at museum scientist level if the incumbent does not have a PHD and a publication record to qualify for appointment as a Senior or Principal Museum scientist. Please refer to scientific designations document which is available under the vacancy tab on the Museum's website.

Knowledge, Skills and Attributes

Qualifications: Masters or PhD degree in Archaeology and must be a South African citizen, holding a motor vehicle driver's license.

Experience: Three or more years' post qualification experience in conducting research, collecting, preparing and working with archaeology specimens. Publication record in accredited

scientific journals. Must have extensive experience leading field trips. Experience with applications for research grant funding.

Knowledge: A thorough understanding of stone age archaeology. Knowledge of archaeology of Southern Africa, and fairly detailed awareness of archaeology specimen preparation and sampling and identification techniques. A high level of computer literacy.

Recruitment details

The National Museum is committed to Employment Equity and aims to attract and retain talented individuals to achieve its equity objectives. Therefore people from designated groups, including those with disabilities, are encouraged to apply.

- The National Museum reserves the right not to fill an advertised position.
 - If you meet ALL the stated requirements, kindly e-mail your application to applications@nasmus.co.za, including a covering letter; a comprehensive CV with three contactable referees; the employment application form (obtainable on www.nasmus.co.za); and certified copies of your id; a driver's license; certificates of all qualifications including matric.
 - Applications not meeting the criteria will be disqualified.
 - Should you not hear from us one month after the closing date, consider your application unsuccessful.
 - Communication will be limited to the short-listed candidates only.
 - Short-listed candidates will be subjected to a comprehensive selection process.
- Telephonic enquiries: 051 447 9609, email enquiries: applications@nasmus.co.za.

Closing date: 30 September 2026

Scientific Designations for new Museum Scientists

Grade/level	Qualifications	Publication record and NRF rating where relevant	Order of Authorship
Junior Museum Scientist / Assistant Museum scientist	Honours Masters	0-4 or more	Any
Museum Scientist	Masters PhD	5 or more 2 or more	At least 2 publications must be first author
Senior Museum Scientist	Masters' Level PhD Level	10 or more 7 or more	At least 5 publications must be first author
Principal Museum Scientist	PhD	15 or more	At least 10 publications must be first author
Specialist Scientist	PhD	30 or more + NRF rating	At least 15 publications must be first author
Senior Specialist Scientist	PhD	50 or more + NRF rating	At least 20 publications must be first author
Principal Specialist Scientist	PhD	70 or more + NRF rating	At least 30 publications must be first author
Chief Specialist Scientist	PhD	100 or more + NRF rating	At least 40 publications must be first author

- 5.7. The above scientific designations will also guide the appointment of new employees.

JOB DESCRIPTION FOR SENIOR/ PRINCIPAL/ MUSEUM SCIENTIST: ARCHAEOLOGY

Name

Supervisor

Head of Department: Archaeology, Anthropology and Florisbad Quaternary Research Station

Job Title

Senior /Principal / Museum Scientist: Archaeology

Level: From DPSA Level 8 for Senior and Principal Museum Scientist

From DPSA Level 7 for Museum Scientist

Purpose of the Position

To undertake internationally competitive research primarily in the Pleistocene/ stone age archaeology field and to publish the research through peer reviewed publications; conferences, lectures and popular publications.

Knowledge, Skills and Attributes

Qualifications: PhD degree in Archaeology and must be a South African citizen, holding a motor vehicle driver's license. Masters degree in Archaeology for Museum Scientist appointment.

Experience: Three or more years' post qualification experience in conducting research, collecting, preparing and working with archaeology specimens. At least seven publications in accredited scientific journals. Must have extensive experience leading field trips. Experience with applications for research grant funding.

Knowledge: A thorough understanding of stone age archaeology. Knowledge of archaeology of Southern Africa, and fairly detailed awareness of archaeology specimen preparation and sampling and identification techniques. A high level of computer literacy.

KEY PERFORMANCE AREAS	Weighting %
KPA 1 – Conducting and publishing research in peer- reviewed journals	50
KPA 2 – Fieldwork and Curation of collections	20
KPA 3 – Provision of professional services to students, other researchers and conservation institution and bodies	10

KPA 4 – Expert support for Museum exhibitions and educational activities	10
KPA 5 – Administration and general	10
TOTAL	100%

KPA 1: Research (50%)

PROCESS	TASK
Research and Publication	Conduct scientific research on approved research projects which have ethical clearance and publishing / co-publishing research results in accredited scientific journals, books and research reports.
Conferences	Present research papers at local and international conferences
Grant proposals	Develop research grant proposals, and manage grant-funded projects in the department including NRF applications

KPA 2: Fieldwork and Curation of collections (20%)

PROCESS	TASK
Fieldwork	Planning and conducting of fieldwork as required for own research. Co-plan and at times accompany the HOD and field assistants on general collection field trips, aimed at expanding the Florisbad Collection.
Laboratory Work	Manage / assist / coordinate laboratory processing of objects/ specimens includes the initial identification, weighing and measuring, dissection, cleaning and preparation of study skins, skulls, and wet and tissue collections. Conduct laboratory work for own research.
Processing of new material	Supervise and assist with the processing of new objects and specimens in readiness for incorporation into the collection.
Re-storage and re-curation of existing collection	Assist with activities for the identification of objects and specimens. Re-curation and re-packing of identified specimens. Application of highest international standard of collection curation.
Monitor computerisation of data	Oversee databasing of new objects and specimens and any digitization activities
Auditing of collections	Assist with the auditing of collections; provide information.

KPA 3 - Providing professional services to students, other researchers and conservation institutions / bodies. 10%

PROCESS	TASK
Publication Reviews, assessments and external examining	Conduct reviews, assessments and external examining where needed
Lectures or field guidance to Higher Education Students	Provide lectures or field school guidance to support Higher Education learning delivery
Making data available for researchers	On request, supply information to other researchers and post-graduate scholars following the correct National Museum procedures. Contribution at research and related management workshops, contributing to online discussions, etc.
Environment and conservation contributions	Contributions to management plans, impact assessments, monitoring programs, etc.

KPA 4 – Expert support for Museum exhibitions and educational activities. 10%

PROCESS	TASK
Support for Museum exhibitions and educational activities	Identification service of archaeological objects/ specimens for members of the public.
	Give general interest presentations/ public lectures to conservation, tourism and other interested groups.
	Provision of expert support for Museum exhibitions, and educational and outreach activities
Popular Articles and media contributions	Publish popular articles to educate and inform the general public
	Scientific posts for social media
Outreach and service on committees	Contributions towards public awareness/education, and conservation of insects by means of public lectures, participation at meetings and in museum programs, and serving on committees.

KPA 5: Administration and general (10%)

PROCESS	TASK
Meetings and administrative work	Attend meetings. Reporting on activities and duties to the HOD.
General departmental duties	Any additional, miscellaneous activities not covered in the previous KPAs or tasks that are needed for the day-to-day running of the department (interacting with administration, stores, SCM, etc.). Member of Bid Committees

Assist HOD with supervision of departmental staff	Supervise the preparators/ general assistants/ interns and other departmental staff in the absence of HOD and coordinating the preparation collection specimens/ objects
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Terms of Contract: Full Time

Print Name:.....

Signature:.....

Date:.....

CEO Approval

Date:

Reviewed February 2026