



KING CEASOR UNIVERSITY

Plot 32, King Ceasor Road, Ggaba Road, Bunga Hill, Kampala, Uganda

ADVERTISEMENT FOR THE POSITION OF ASSOCIATE PROFESSOR – MEDICINE

King Ceasor University (KCU) is a chartered private university located in Bunga, Kampala, committed to academic excellence, innovation, research, and quality assurance in higher education.

The University is seeking applications from suitably qualified and experienced applicants for the position of **Associate Professor – Medicine**. The successful candidate must demonstrate outstanding academic and clinical leadership, excellence in medical education, research, postgraduate supervision, scholarly publication, curriculum development, innovation, and community engagement. The successful applicant should possess a strong commitment to advancing medical education, evidence-based healthcare, interdisciplinary research, and institutional development.

1. POSITION

Associate Professor – Medicine

2. DUTY STATION

King Ceasor University, Bunga, Kampala, Uganda.

3. ROLE

The Associate Professor – Medicine shall report to the Head of Department and shall:

- a. Provide academic leadership in teaching, clinical education, research and innovation within the Department of Medicine.
- b. Deliver high-quality undergraduate and postgraduate medical education through lectures, tutorials, laboratory instruction and clinical teaching.

- c. Promote excellence in research, scholarly publication, postgraduate supervision and evidence-based medical practice.
- d. Mentor junior academic staff and postgraduate students while supporting curriculum development, quality assurance and institutional growth.
- e. Contribute to departmental, School and University governance through committee service, policy development and strategic planning.
- f. Perform such other duties as may be assigned by the Head of Department, Dean or University Management.

4. PURPOSE OF THE JOB

To provide academic leadership in teaching, research, postgraduate supervision and community engagement; promote excellence in medical education and clinical training; strengthen research productivity and innovation; support curriculum development and quality assurance; and contribute to the advancement of healthcare, medical knowledge and the strategic objectives of King Ceasor University.

5. DUTIES AND RESPONSIBILITIES

- a. Prepare and deliver high-quality lectures, tutorials, laboratory practicals and clinical teaching sessions for undergraduate and postgraduate medical students.
- b. Design, review and continuously improve medical curricula to ensure alignment with competency-based medical education, accreditation standards and emerging healthcare needs.
- c. Coordinate and supervise clinical rotations, bedside teaching and practical training in affiliated teaching hospitals and healthcare facilities.
- d. Develop, administer and moderate examinations, clinical assessments and other student evaluation methods in accordance with university policies.
- e. Supervise undergraduate research projects, Master's dissertations, MMed research and postgraduate theses.
- f. Conduct independent and collaborative clinical, biomedical and health systems research addressing national, regional and global health priorities.
- g. Publish research findings in reputable peer-reviewed journals and contribute to scholarly books, book chapters and conference proceedings.
- h. Lead or participate in funded research projects, consultancies and interdisciplinary research initiatives.

- i. Mentor junior academic staff, interns, residents and postgraduate students in teaching, research, publication, grant writing and professional development.
- j. Lead curriculum development, programme review, accreditation and quality assurance activities within the Department and School.
- k. Integrate digital technologies, simulation-based learning and innovative teaching methodologies into medical education.
- l. Identify funding opportunities, prepare competitive grant proposals and contribute to resource mobilisation for research and innovation.
- m. Establish and strengthen collaborations with teaching hospitals, research institutions, government agencies, professional bodies, development partners and international universities.
- n. Participate in departmental, School and University committees and contribute to academic governance, policy implementation and strategic planning.
- o. Provide specialist medical expertise through clinical practice, consultancy, public lectures and continuing medical education programmes.
- p. Participate in community health outreach programmes, medical camps and health promotion initiatives organised by the University.
- q. Uphold the highest standards of professionalism, academic integrity, ethical conduct and patient safety.
- r. Prepare periodic academic, research and administrative reports.
- s. Perform any other duties assigned by the University Management.

6. CANDIDATE SPECIFICATION

Applicants must:

- a. Hold an earned PhD or equivalent academic doctorate in Medicine or a relevant medical specialty from a recognised university.
- b. Demonstrate excellence in university teaching, clinical practice, research and postgraduate supervision.
- c. Possess a distinguished record of scholarly publication, curriculum development, academic leadership and community engagement.

6.1 Academic Qualifications and Experience

- a. An earned PhD or equivalent academic doctorate in Medicine or a recognised medical specialty.
- b. Bachelor of Medicine and Bachelor of Surgery (MBChB) or an equivalent primary medical qualification from a recognised institution.
- c. Registration and a valid practising licence with the Uganda Medical and Dental Practitioners Council or an equivalent recognised professional regulatory body.
- d. A minimum of five (5) years of progressive university teaching, research and clinical experience, with substantial experience at the rank of Senior Lecturer or its equivalent in a recognised higher education institution.
- e. Demonstrated excellence in undergraduate and postgraduate teaching, clinical education and student mentorship.
- f. A demonstrated record of at least five (5) peer-reviewed publications in reputable journals indexed in Scopus, Web of Science or equivalent databases.
- g. Successfully supervised at least two (2) postgraduate students to completion, including PhD and/or MMed candidates.

6.2 Teaching, Learning and Curriculum Development

- a. Demonstrated excellence in undergraduate and postgraduate medical teaching.
- b. Evidence of leading curriculum development, review and implementation of competency-based medical education programmes.
- c. Demonstrated use of innovative, learner-centred and technology-enhanced teaching approaches.
- d. Experience in developing, administering and moderating examinations and clinical assessments.
- e. Demonstrated participation in programme accreditation, curriculum review and quality assurance processes.

6.3 Clinical Practice and Medical Education

- a. Evidence of active specialist clinical practice in a recognised healthcare institution.
- b. Demonstrated experience in coordinating and supervising clinical teaching, bedside instruction and student rotations.
- c. Commitment to evidence-based medicine, patient safety, professionalism and ethical clinical practice.

d. Experience in developing clinical guidelines, quality improvement initiatives or simulation-based medical education.

e. Demonstrated contribution to strengthening healthcare delivery through medical education and professional service.

6.4 Research and Scholarly Activity

a. Demonstrated record of high-quality clinical, biomedical or health systems research.

b. Sustained publication in reputable peer-reviewed journals.

c. Experience leading multidisciplinary and collaborative research initiatives.

d. Evidence of presenting research findings at national and international scientific conferences.

e. Demonstrated ability to mentor junior staff and postgraduate students in research methodology, academic writing and publication.

6.5 Postgraduate Supervision

a. Demonstrated experience supervising Master's, MMed and PhD research to successful completion.

b. Evidence of mentoring postgraduate students in proposal development, research implementation and scientific writing.

c. Demonstrated commitment to timely completion and quality supervision of postgraduate students.

6.6 Research Grants and Resource Mobilisation

a. Demonstrated success in preparing competitive research grant proposals.

b. Experience participating in externally funded research projects.

c. Demonstrated ability to identify funding opportunities and mobilise resources for research, innovation and postgraduate education.

d. Experience in grant management, implementation, monitoring and reporting.

6.7 Academic Leadership and Administration

a. Demonstrated leadership within an academic department, faculty or research programme.

b. Experience serving on departmental, School or University committees and academic boards.

- c. Evidence of mentoring junior academic staff in teaching, research, publication and grant writing.
- d. Participation in academic planning, policy development and institutional governance.

6.8 Partnerships and Community Engagement

- a. Established collaborations with teaching hospitals, research institutions, government agencies, professional bodies or international academic institutions.
- b. Demonstrated participation in medical camps, community health outreach programmes and continuing medical education initiatives.
- c. Evidence of consultancy, advisory services or professional engagement with healthcare organisations.
- d. Demonstrated commitment to strengthening partnerships that enhance medical education, research and healthcare delivery.

6.9 Professional Registration

- a. Current registration and a valid practising licence with the Uganda Medical and Dental Practitioners Council or an equivalent recognised professional regulatory body.
- b. Active membership in relevant national and international professional associations.
- c. Evidence of continuing professional development and good professional standing.

6.10 Personal Attributes

- a. Proven integrity, professionalism and ethical conduct.
- b. Strong leadership, communication and interpersonal skills.
- c. Excellent analytical, organisational and problem-solving abilities.
- d. Demonstrated commitment to academic excellence, innovation, teamwork and institutional development.
- e. Ability to work effectively within multidisciplinary academic and healthcare environments.

7. REMUNERATION

An attractive remuneration package in accordance with King Ceasor University's terms and conditions of service.

8. TENURE

The Associate Professor – Medicine shall hold office in accordance with the University's terms and conditions of service and subject to satisfactory performance.

9. METHOD OF APPLICATION

Interested applicants are invited to submit their application letters. A complete application shall comprise the following documents:

- a. A signed letter of application.
- b. A statement outlining the applicant's vision for advancing medical education, research, innovation and community engagement at King Ceasor University.
- c. Curriculum Vitae with contact details, signed and dated by the applicant.
- d. Copies of the required minimum number of publications.
- e. Certified copies of academic transcripts and certificates.
- f. Evidence of current professional registration and practising licence.
- g. Three (3) letters of recommendation.
- h. Copies of letters of appointment to relevant academic, clinical or leadership positions.
- i. A copy of the applicant's National Identity Card or passport.
- j. Referees should be advised to send confidential reference letters directly to the University by the stated closing date.
- k. References should address the applicant's academic qualifications, teaching effectiveness, clinical competence, research achievements, leadership, professional conduct and personal integrity.

Both Hardcopy and Electronic (Email) applications shall be accepted.

(a) Hardcopy Applications

Confidential letters and sealed applications marked:

“CONFIDENTIAL: POSITION OF ASSOCIATE PROFESSOR – MEDICINE”

should be addressed to:

**HUMAN RESOURCE MANAGER
KING CEASOR UNIVERSITY
PLOT 32, KING CEASOR ROAD, GGABA ROAD, BUNGA HILL
P.O. BOX 88, KAMPALA, UGANDA**

(b) Electronic (Email) Applications

Electronic applications should have all the above documents scanned and emailed to careers@kcu.ac.ug by 5:00 pm East African Standard Time on 31st July 2026.

Please Note That:

- a. Incomplete applications or applications received after the closing date and time will not be considered.
- b. Only shortlisted applicants shall be contacted.



**Mr. John Acire
HUMAN RESOURCE MANAGER**