



KAIMOSI FRIENDS UNIVERSITY COLLEGE (KAFUCO)

(A Constituent College of Masinde Muliro University of Science and Technology)

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Kenya

Office of the Deputy Principal (F&D)

27th July, 2022

OUR REF: KAFU/302/ADVERT/129/VOL. 1 (121)

JOB VACANCIES

In pursuit of its mission and mandate, the University wishes to recruit qualified and competent individuals to fill the following vacant positions in various Schools and Departments for 2022/2023 academic year.

Part time academic staff

1. SCHOOL OF COMPUTING AND INFORMATION TECHNOLOGY (SCIT)

SNO.	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1.	Information Technology	Mathematics	BIT 111	Discrete Structures for IT	1
		General	BIT 113	Information Technology Fundamentals	1
		General	CSC 110	Fundamentals of Computing	1
2	Information Technology	Software Engineering	BCB 205	Management Information System	1

			BIT 225	Network Administration and Management	2
		Software Engineering	BIT 226	Multimedia and Graphics	2
3	Information Systems and Programming	Information Systems and Programming	BIT 312	Machine Learning	1
4	Information Technology	Software Engineering	BIT 324	Integrative Programming and Technologies	2
		Networking and Security	BIT 342	Cryptography and Network Security	2
		Information Systems and Programming	BIT 351	Enterprise Application Development	2
5	Information Technology	Information Systems/Computer Engineering	BIT 413	Software Project Management	1
		Information Systems and Programming	BIT 414	Software Measurements and Metrics	1
		Networking and Security			1
		Networking and Security	BIT 418E	Networks standards and protocols	1
		Networking and Security	BIT 415E	Disaster recovery	1
		Information Systems/Computer Engineering	BIT 422	Distributed Systems	2
		Information Systems and Programming	BIT 422E	Cloud Computing and Emerging Applications	2
		Networking and	BIT 423E	Security in Networks	2

2. SCHOOL OF EDUCATION & SOCIAL SCIENCES (SESS)

Department of Languages and Literature

NO.	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1	Communication Skills	Communication Skills	DSC/DCR 054	Communication skills	1
			CSD 002	Communication skills	1
2	Literature	Literature	LIT 202	Critical Writing and Scholarly Presentation	1
			LIT 204	Children and Youth Literature	1
			LIT 313	The Art of Creative Writing	1
			LIT 300	Advanced Literary Theory and Application	1
			LIT 203	Popular Fiction	2
			LIT 205	Literature, History and Society in Kenya	2
			LIT 301	African Oral Literature	2
3	Kiswahili	Kiswahili	KIS 101	Kiswahili Grammar	1
			KIS 210	Phonetics and Phonology in Kiswahili	1
			KIS 307	Creative Writing in Kiswahili	1
			KIS 102	Communication Skills in Kiswahili	2

4	French	French	EFL 121	Oral Expression In French	1
			EFL 120	Formal French Grammar	1
			EFL 200	Introduction to language and linguistics in French	1
			EFL 210	French Phonetics and Phonology	1
			EFL 212	French Sentence Structure	1
			EFL 310:	French culture and civilization	1
			EFL 312:	Morphology and syntax	1
			EFL 313:	Special methods in French	1
			EFL 123	Writing in French I	2
			EFL 122	French Sentence Structure	2
			EFL 214	Introduction to Translation	2
			EFL 217	History of French language in Africa	2
			EFL 315:	French verbs	2
			EFL 317:	French novel	2
			EFL 123	Writing in French I	2

a. DEPARTMENT OF SOCIAL SCIENCES

S/N	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1	Criminology	Criminology	SCR 404	Cyber Crimes	1
			SCR 202	Punishment justice and reform	1
			SSC 201	Crime mapping and analysis	1
			SCR 200	Introduction to Theories of Crime and deviance	1
			SCR 204	Restorative Justice: Theory and Practice	1
			SCR 300	Comparative criminal justice	1
			SCR 304	Social research methods	1
			SCR 405	Gender Crime and Justice	1
			SCR 105	Crime & Society	2
			SCR 210	Juvenile Delinquency & Judicial system	2
			SCR 206	Principles and Practice of Offender Rehabilitation	2
			SCR 309	Intelligence Management	2
			SCR 408	Crime Scene Investigation	2

			SCR 410	Security issues in modern Kenya	2
2	Social Work / Sociology	Social Work / Sociology	SOC 100	Introduction to Sociology	1
			SSW 201	Social Work Ethics	1
			SSW 205	Community Organization and Mobilization	1
			SSW 208	Social Work Theory	1
			SSW 209	Human Growth and Development	1
			SSW 305	Social Welfare Administration	1
			SSW 302	Models of Social Marketing	1
			SW 400	Medical and Psychiatric Social Work	1
			SSW 402	Industrial Social Work	1
			SSW 403	Proposal writing for fundraising	1
			SSW 414	Human Rights Advocacy	1
			SSW 405	Comparative & International Social Policy	1
			SSW 104	Introduction to Social Policy	2
			SSW 310	Social Action and Reform	2
			SSW 408	Forensic Social Work	2
			SSW 412	Humanitarian Social Work and Human Rights Advocacy	2
SSW 410	Rural and Urban Studies	2			

3	Disaster Management & International Diplomacy	Disaster Management & International Diplomacy	DPI 100	Introduction to International Relations	1
			DPI 101	Introduction to Diplomacy	1
			DPC 100	Theory of Communication	1
			DSM 101	Introduction to Disasters	1
			DPI 201	Race and Ethnic Relations	1
			DPI 203	Disaster and Emergency Diplomacy	1
			DPI 202	Kenya and Continental Diplomacy	1
			DPI 204	Approaches and Models of Diplomacy	1
			DPI 102	Foundational Elements of Public Relations	2
			DPI 103	Diplomacy Typologies	2
			DPI 104	Diplomacy and globalization	2
			DPI 105	Kenya and Regional Diplomacy	2
			DPI 206	Negotiation and Mediation Skills	2
DPI 205	Multilateral Trade System	2			

			DPI 207	Major Powers in International Relations	2
			DSM 205	Disasters, Society and Sustainable development	2
			DSM 208	Principles of Disaster Management	2
	Sociology/ Anthropology	Sociology/ Anthropology	DPC 102	Elements of Sociology and Anthropology	2
	Geography	Geomorphology	DSM 102	Earth History and Evolution	2
	Political Science and Public Administration	Public Administration	DPC 204	Ethics and Governance	2
	Disaster Management & International Diplomacy	First AID in Disaster Management	DEM 102	First Aid Skills and Practices	1
	Disaster Management & International Diplomacy	Statistics	DPI 200	Statistics for Social Scientists	1
4.	History	History	HIS 114	Introduction to world civilization II	2
			HIS 100	State, society, development & National Cohesion	2
			HIS 211	Introduction to Kenya's history upto 1895	2
			HIS 100	State, society, development & National Cohesion	2
			CRM 202	Introduction to World Civilizations	1

			HIS 210	Introduction to African history upto 1884	1
			HIS 217	History of Kenya since 1895	2

Department of Educational Foundations, Psychology and Management

No.	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1.	Foundations of Education (Philosophy, sociology & History)	History of Education	EDF 110	History of Education	1
		Philosophy of Education	EDF 211	Philosophy of Education	2
		Sociology of Education	EDF 410	Sociology of Education,	1
2.	Psychology	Educational Psychology	PSY 210	Educational Psychology	1
			PSY 310	Human Growth and development	1
			DCR 059	Criminal Psychology	2
			CSD 009	Intro to Psychology	2
3.	Educational measurement and Evaluation	Educational Measurement and Evaluation	PSY 311	Educational Measurement and Evaluation	2
4.	Special Needs Education	Special Needs Education	EPS 101	Introduction to Special Needs Education	2
			EPS 402	Inclusive Education	2
5.	Environmental Studies	Environmental Education	ESM 410	Environmental Education	1

			EPM 411E	Management of Health and safety in Educational Institutions	2
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Department of Curriculum and Instruction

No.	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1.	Instruction Technology	Teaching Methods in Kiswahili	KIS 302	Special Methods in Kiswahili	1
		Special Methods in Literature	LIT 310	Special Methods in Literature	1
		Teaching Methods in French	EFL 313	Teaching Methods in French	1
		Special Methods in Geography	ECT 313	Special Methods in Geography	1
		Teaching Methods in English	ENG 314	Teaching Methods in English	1
		Special Methods in Religious Education	REL 318	Special Methods in Religious Education	1
		Teaching Methods in Biology	ESM 321	Teaching Methods in Biology	1
		Teaching Methods in Chemistry	ESM 322	Teaching Methods in Chemistry	1

		Teaching Methods in Physics	ESM 323	Physics Education	1
2.	Mathematics	Mathematics Education	ESM 101	Quantitative Skills I	1
3.	Curriculum Studies	Curriculum Design and Instructional Technology	CIT 212	Curriculum Studies	2
			CIT 211	Educational Media and Resources	2
			CIT 211	Educational Media and Resources	2
			CIT 360	Educational Media Practical & Micro-teaching	2
			CIT 212	Curriculum Studies	2
			CIT 360	Educational Media Practical's & Micro teaching	2
			CIT 360	Educational Media Practicals & Micro teaching	2
			CIT 211	Education Media and Resources	2
			CIT 360	Educational Media Practicals and Micro-teaching	2
			CIT 360	Education Media Practicals and	2

			Micro-teaching	
		CIT 360	Education Media Practicals and Micro-teaching	2
		CIT 360	-Educational Media Practicals & Micro teaching	2
		CIT 360	Educational Media Practicals and Micro-teaching	2
		CIT 360	Educational Media Practicals & micro teaching	2
		CIT 360	Educational Media Practicals & micro teaching	2
		CIT 360	Education Media Practicals and Micro-teaching	2
		CIT 360	Educational Media Practical & Micro teaching	2
		CIT 100	Introduction to competency based curriculum	2

SCHOOL OF SCIENCE(SOSCI)

Department of Nursing

	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE:	SEMESTER
1.	Department of Computing	Data Science	NCN 219	Nursing informatics	1
2.	Applied chemistry Bio Chemistry	Bio Chemistry	NCN 126 NCN 135	Medical Biochemistry: Foundations of Medical Biochemistry Medical Biochemistry: Blood, Specialized Tissues and Biochemical Tests	1
4	Microbiology	Microbiology	NCN 124: NCN 138: NCN 215	Bacteriology Medical Microbiology: Virology and Mycology Medical Parasitology	1
5	Biomedical Sciences	Hematology	NCN 216	Hematology	1

Department of Biological and Agricultural Science

S/NO	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1	Biology	Botany	SBT 100	General Botany / Survey of plant kingdom	1
		Botany	SBT 411	Plant biochemistry	1
		Botany	SBT 200	Plant taxonomy	1
		Botany	ASS 101	Introduction to soil science	1
2	Agriculture	Agriculture	AEN 301	Farm power and machinery	1
3	Biology	Lab tech Botany	SBT 411	Plant biochemistry	1
		Lab tech Botany	SBT 312	Plant physiology	1
		Lab tech Botany	SBT 200	Plant taxonomy	1
		Lab tech Botany	SBT 100 /SBN 100	Survey of plant kingdom/General botany	1
4	Agriculture	Lab tech Botany/Agri	ASS 101	Introduction to soil science	1
		Lab tech Agriculture	AEN 301	Farm power and machinery	1
5	Biology	BOTANY	SBT 201	Plant structure and function	2
		ZOOLOGY	SZL 222	Developmental biology	2
		BOTANY	SBL 123	Fundamentals of Ecology	2
		BOTANY	SBN 121	Plant Development and Morphogenesis	2

6	Agriculture	Agriculture	AEN 303	Irrigation and drainage	2
		Agriculture/Agribusiness	ACR 309	Farming systems	2
		Agriculture/Agribusiness	AEC 306	Agricultural value chain	2
		Agriculture/Agribusiness	AEX 302	Agricultural extension management	2
		BOTANY	ACR 101	Plant physiology	2
8	Biology	ZOOLOGY	SBL 100	Cell Biology	2
		ZOOLOGY	SBL 122	Genetics	2
		Lab tech Biology	SBL 100	Cell Biology	2
		Lab tech Botany	SBN 121	Plant Development and Morphogenesis	2
		Lab tech zoology	SBL 122	Genetics	2
		Lab tech Botany	SBL 100	Cell Biology	2
		Lab tech Botany	ACR 101	Plant physiology	2

Mathematics

BROAD AREA OF SPECIALIZATION	SUBJECT SPECILIZATION	COURSE CODE	COURSE TITLE	SEMESTER
Mathematics	Applied Mathematics	MAT 100	General Mathematics	1
		MAT 100	Mathematics for Biologists	1
		MAT 110	Mathematics for I.T	1
		MAT 110	Mathematics for Optometry	1
		MAT 121	Calculus (SCIT group)	1
		MAT 121	ifferential Calculus (Group C)	1
		MAT 203	ector Analysis	1
		MAT 223	ynamics I	1
		MAT 321	rdinary Differential Equations I (Group B)	1
		MAT 321	rdinary Differential Equations I (Group C)	1

		MAT 325	Fluid Mechanics I	1
		MAT 421	Partial Differential Equations I (Group A)	1
		MAT 421	Partial Differential Equations I (Group B)	1
		MAT 423	Ordinary Differential Equations II (Group B)	1
		MAT 423	Ordinary Differential Equations II (Group B)	1
		MAT 427	Numerical Analysis III	1
		SCH 170	Mathematical for Chemistry	1
	Statistics	DPI 200	Social Statistics	1
		STA 141	Descriptive Statistics (Group B)	1
		STA 141	Descriptive Statistics (Group C)	1
		STA 241	Probability & Distribution Models (Group A)	1
		STA 445 -	Advanced Time Series Analysis and Forecasting	1
		STA 205	Probability & Statistics II	1
		STA 241	Probability & Distribution Models (Group B)	1
		STA 245	Social & Economic Statistics	1
		STA 443	Measure and Probability Theory	1
		STA 247	Principles of Actuarial Science	1
		STA 341	Theory of Estimation (Group A)	1
		STA 341	Theory of Estimation (Group B)	1
		STA 341	Theory of Estimation (Group C)	1
		STA 345	Stochastic Process	1
		STA 347	Statistical Computing	1
	Pure Mathematics	MAT 122	Elementary Applied	1

		Mathematics (Group A)	
	MAT 122	Elementary Applied Mathematics (Group B)	1
	MAT 122	Elementary Applied Mathematics (Group C)	1
	MAT 124	Integral Calculus (Group A)	1
	MAT 124	Integral Calculus (Group B)	1
	MAT 124	Integral Calculus (Group C)	1
	Applied Mathematics	MAT 122 Elementary Applied Mathematics(Group A)	2
		MAT 122 Elementary Applied Mathematics(Group B)	2
		MAT 122 Elementary Applied Mathematics(Group C)	2
		MAT 124 Integral Calculus(Group A)	2
		MAT 124 Integral Calculus(Group B)	2
		MAT 124 Integral Calculus(Group C)	2
		MAT 226 Classical Mechanics	2
		MAT 304 Complex Analysis(Group A)	2
		MAT 304 Complex Analysis(Group B)	2
		MAT 304 Complex Analysis(Group C)	2
		MAT 322 Operations Research I	2
		MAT 324 Numerical Analysis II	2
		MAT 422 Partial Differential Equations II (Group A)	2
		MAT 422 Partial Differential Equations II (Group B)	2
		MAT 428 Mathematical Modelling	2
		MAT 432 Bifurcations and Dynamics	2
	Statistics	SBT 302 Biostatistics	2
		SCR 310 Social Statistics	2
		STA 106 Basic Statistics	2
		STA 126 Probability and Statistics I	2
		STA 142 Probability Theory(Group A)	2
		STA 142 Probability Theory(Group B)	2

		STA 142	Probability Theory(Group C)	2
		STA 205	Probability and Statistics II	2
		STA 242	Bivariate Analysis(Group A)	2
		STA 242	Bivariate Analysis(Group B)	2
		STA 244	Introduction To Time Series Analysis And Forecasting	2
		STA 246	Statistical Demography	2
		STA 342	Test of Hypothesis(Group C)	2
		STA 346	Statistical Quality Control And Acceptance Sampling Methods	2
		STA 348	Statistical Research Methods	2
		STA 442	Applied Multivariate Analysis	2
		STA 446	Bayesian Inference And Decision Theory	2
		STA 448	Sequential Models and Analysis	2
		STA 452	Categorical Data Analysis	2
	Pure Mathematics	BIT 121	Discrete Structures II	2
		MAT 104	Linear Algebra	2
		MAT 202	Linear Algebra II(Group A)	2
		MAT 204	Real Analysis I (Group B)	2
		MAT 302	Real Analysis II	2
		MAT 408	Field Theory	2

Physical Sciences

S/N	BROAD AREA OF SPECIALIZATION	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1	Chemistry	Organic Chemistry	SCH 330	Organic Synthesis	1
		Chemistry	ECC 101	Scientific and Technical Skills	1
		Chemistry Laboratory Technologist	SCH 130	Organic Chemistry I (PRACTICALS)	1
		Chemistry Laboratory Technologist	SCH 240	Basic Chemical Thermodynamics (PRACTICALS)	1
2	Physics	Physics	SPH 160	Introduction to Computational Techniques in Physics	1
		Physics	SPH 161	Fundamentals of Project Work	1
3	Chemistry	Organic Chemistry	SCH 131	Organic Chemistry II	2
		Organic Chemistry	SCH 230	Chemistry of Carbonyl Compounds	2
		Organic Chemistry	SCH 431	Chemistry of Natural Products	2
		Chemistry	CUC 121	Science, Technology and Society	2

	Chemistry Laboratory Technologist	SCH 131	Organic Chemistry II (PRACTICALS)	2
	Chemistry Laboratory Technologist	SCH 111	Inorganic Chemistry (PRACTICALS)	2

SCHOOL OF BUSINESS AND ECONONMICS (SOBE)

Department of Accounting and Finance

SN.	BROAD AREA OF STUDY	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1	Commerce	Finance	PBA 924	Finance Theory	1
			PBA 925	Financial Markets and Intermediaries	1
			PBA 926	Advanced Corporate Finance	1
			PBA 927	Empirical Finance	1
		Accounting	PBA 937	Accounting Theory	1
			MBA 803	Financial Reporting and Control	1
		Finance	BCF 300	Financial Institutions and Markets	1
			BCF 303	Corporate Finance	1
			BCF 307	Monetary Theory and Practice	1
			BCF 336	Financial Risk Management	1
			BCF 407	Security Analysis and Securitization	1
		Accounting	DIB 100	Introduction to Financial Accounting	1

		DAB102	Tax Management	1
		DAB 103	Principles of Auditing	1
		DAB 104	Management Accounting	1
	Finance	DBF 102	Financial Institutions and Markets	1
		DBF 103	Investment Management	1
		DBF 105	International Banking and Finance	1
	Accounting	PBA 944	Accounting Seminar	2
		PBA 938	Financial Reporting and Capital Markets	2
		PBA 940	Auditing and Assurance	2
		PBA 939	Management Accounting and Organizational Control	2
		MBA 807	Management Accounting	2
	Finance	MBA 808	Financial Management	2
	Finance	BCF 352	Development Finance	2
		BCF 430	International Finance	2
		BCF 440E	Strategic Financial Management	2
		BCF 325	Financial Statement Analysis	2
		BCF 336	Financial Risk Management	2
		BCF 407	Security Analysis and Securitization	2
	Accounting	DAB 100	Cost Accounting	2
		DAB 101	Financial Accounting	2

		Finance	DIB 105	Financial Management	2
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Department of Economics

S/ No	BROAD AREA	SUBJECT SPECIALIZATION	COURSE CODE	COURSE TITLE	SEMESTER
1.	Economics	Economics	ECO 801	Advanced Microeconomics	1
			ECO 802	Quantitative Methods	1
			ECO 803	Research Methods in Economics	1
			ECO 804	Development Economics	1
			ECO 805	Agricultural Economics	1
			ECO 808	Advanced macroeconomics	2
			ECO 810	Econometrics	2
			ECO 812	Planning and Project Appraisal	2
			ECO 814	Public Finance	2
			ECO 401	Economics of Development	1
			ECO 403	Economic Policy Analysis	1
			ECO 405	Project Appraisal and Evaluation	1

			ECO 407	Environmental Economics	1
			ECO 408	Health Economics	1
			ECO 410	Public Finance & Fiscal Policy	2
			ECO 412	Development Planning	2
			ECO 414	Agricultural Dev. & Policy Analysis	2
			ECO 302	Agricultural Economics	1
			ECO 306	Introduction History of Economic Thought	1
			ECO 307	History of Economic Thought	1
			ECO 308	Urban Economics	1
			ECO 311	Labour Economics	1
			ECO 321	Advanced Microeconomics	1
			ECO 314	Managerial Economics	2
			ECO 316	Agricultural Marketing	2
			ECO 317	Economics of Industry	2
			ECO 322	Advanced Macroeconomics	2

			ECO 202	Introduction to Economic Statistics	1
			ECO 204	Issues in African Economic Development	1
			ECO 221	Integral Calculus	1
			STA 245	Social and Economic Statistics for National Planning	1
			ECO 203	Economic Statistics II	2
			ECO 207	Economics of Human Capital	2
			ECO 208	Legal Systems and Methods	2
			ECO 101	Introduction to Microeconomics	1
			ECO 103	Introduction to Mathematics for Economists	1
			ECO 121	Differential Calculus	1
			ECO 102	Introduction to Macroeconomics	2
			ECO 104	Mathematics for Economists II	2

Department of Business Administration and Management Sciences

	Business Administration	Human Resource Management	BCB 431	Employee Performance Management	2
			BCB 416	Strategic Human Resource Management	2
			BCB 432	Occupational Health and Safety	1
			BCB 408	Human Resource Training and Development	1
			BCB 347	Corporate Entrepreneurship	1
	MARKETING	BCB 340	Marketing Communication Strategy	1	
		BCB 329	Service Marketing and Management	1	
		BCB 436	Applied Marketing Research	1	
	MIS	BCB 205	Management Information System	1	
		BCB 402	Electronic Commerce	1	
	PROCUREMENT	BCB 333	Materials and Stores Management	2	
		BCB 410	Retail Management Strategy	1	

			BCB 304:	Public Relations	1
		BUSINESS LAW	BCB 403	Company Law	1
			BCB106	Business Law	2
			BCB 109	Insurance and risk management	2
			BCB 338	Insurance Markets	1
			BCB 310	Strategic Risk Management	1
			BCB 322	Insurance Law	2
			BCB 339	Marine Insurance	2
			PROJECT MANAGEMENT	BCB 343	Project Management
		STRATEGIC MANAGEMENT	BCB 421	Strategic Management	2
			BCB 456	International Business Management	2

Mode of Application

Academic Requirements

Applicants must have a Bachelors and Masters degree qualification from an accredited & recognized university in the relevant field. Those with PhD in relevant field will have added advantage.

Terms & Conditions

Successful applicants will report to the Chair of the department on daily basis.

Successful applicants should be able to teach a minimum of two (2) courses and a maximum of four (4) courses per semester.

Remuneration

Degree - Kshs. 1,000 per hour

Technicians - Kshs.500 per hour

NB: However, this rates will depend on number of students enrolled per program.

Applicants are required to submit one (1) hard copy of application and a soft copy PDF of the same to dpfd@kafuco.ac.ke accompanied by summarized curriculum vitae detailing the academic qualifications and copies of their certificates and transcripts.

The applications should be send to:

Deputy Principal
Finance & Development
Kaimosi Friends University College
P.O BOX 385-50309
KAIMOSI.

So as to reach him not later than Friday 12th August, 2022

Only shortlisted candidates will be contacted.

Kaimosi Friends University College is an equal opportunity employer and therefore applicants of either gender or persons with disability are encouraged to apply.