



## SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY

### OFFICE OF THE DVC: ACADEMIC AND RESEARCH

Sefako Makgatho Health Sciences University (SMU) offers professional health sciences training and education in a range of fields through excellence in teaching, learning, innovative research and community engagement. SMU is situated in Ga-Rankuwa (North of Pretoria) and the below **five-year contract** position is currently available.

#### **DIRECTOR: RESEARCH AND INNOVATION (1 POST) (5-year contract appointment)**

REF:69/2021/MMM/P5

The incumbent will lead the research and innovation at the University by facilitating an environment that is conducive to research and innovation. He/she will enable postgraduate studies, and commercialization of innovation and research, as well as engagement with industry and government bodies to secure additional research funding. He/she will report to the Deputy Vice-Chancellor: Academic and Research and must meet the requirements, competencies and be responsible for the following key performance listed below.

#### **MINIMUM REQUIREMENT**

- A PhD preferably in a Health Sciences discipline
- At least eight (8) years relevant experience working in research management and/or innovation management, of which at least three (3) years must have been in a leadership role within a higher education institution environment, leading a research team.
- Experience in statistical analyses
- Demonstrated personal record of attracting and managing national and international research grants in-depth knowledge of the funding environment
- An existing network of relationships will be added an advantage
- Experience in a higher education context an added advantage
- Understanding of patent law, licensing and commercialisation will be a strong recommendation
- Demonstrated ability to connect people across institutions to create strategic relationships that lead to public/private partnerships on multidisciplinary projects
- Experience and knowledge of the Integrated Tertiary Software (ITS) or any research management software/programme.

#### **COMPETENCIES**

- Technical/professional knowledge and skills
- Strategic decision making and problem solving
- Excellent interpersonal skills and communication skills (written and spoken) with solid report writing skills
- Strong stakeholder relations

- Strong interpersonal relations, collaboration and team work
- Personal impact, stature, and credibility with unquestionable integrity
- Ability to understand negative consequences and threats and to mitigate risk
- Ability to control and manage process to high ethical standards in accordance with best practice guidelines and sound business principles.
- Ability to work under minimal supervision and to manage people within a high performance working environment.

## **KEY PERFORMANCE AREAS**

### *Research Support Management*

- Aligns research support goals with institutional research strategy, and monitors achievement on research goals
- Identifies gaps in research capacity and implements the necessary development plans, programmes and goals to address gaps
- Attracts research funding from industry and government
- Implements structured post-doctoral programmes to enhance researcher's research profile
- Through an awareness of, and commitment to equity principles, organizational ethics, and risk management , develops an integrity & research ethics strategy

### *Postgraduate Study Enablement*

- Develops postgraduate enrolment plan and goals, and enhances key aspects of the postgraduate experience
- Maintains postgraduate headcount and develops capacity for postgraduate supervision
- Improves online access to information/library services
- Monitors postgraduate student research and study progress and reports on postgraduate goal achievement, metrics and statistics

### *Innovation and Commercialisation of Research*

- Develops innovation and commercialization plan and goals
- Increases leads for patent activities, including patent registrations and management
- Actively works towards commercialisation of research, innovation and creative works
- Explores alternative funding opportunities for the core activities of innovation
- Development of innovation policy and monitors adherence
- Reports on goal achievement, metrics and statistics

### *Higher Education/Tertiary Industry Collaboration*

- Identifies possible relationships and growth opportunities
- Leads in producing high-value linkages and partnerships with other institutions, organisations and communities and establishes key relationships with universities and institutions in South Africa, Southern Africa and other parts of Africa and Internationally
- Establishes positive relationships with Health- and Science Councils and funding agencies
- Updates and signs Memoranda of Understanding (MoU)
- Controls integrity and research ethics system functionality, and reports on any integrity or ethical violations
- Generic management responsibilities such as people management (including performance management), budget/asset/financial management and health and safety management
- Monitoring, evaluation and reporting
- Perform duties as the employer may from time-to-time assign

- Actively contributes to a healthy SMU culture of impeccable ethics, sound governance and accountability

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**Closing date: 28 September 2021**

**Applications from Employment Agencies will not be considered.**

Typed applications (**quoting the reference number**) which should contain documents mentioned below should be forwarded, for the attention of **Mrs MM Makgati**, to the Human Resources Department, P.O Box 68, Medunsa, 0204 by e-mail at [hr.recruitment2@smu.ac.za](mailto:hr.recruitment2@smu.ac.za)

**Documentation required for application:**

- A full curriculum vitae; as well as
- An abbreviated (no more than two pages) curriculum vitae;
- A self-evaluation by the applicant of his/her suitability for appointment;
- The applicants vision for the portfolio;
- The names and contact details of at least three referees (provided that the University reserves the right to appoint and consult its own referees); and
- An indication in writing by the candidate that he/she accepts the applicable Appointment Regulation and Procedure of the University.

**The applications can also be posted OR hand delivered to:**

**Human Resources Department, 5<sup>th</sup> Floor, Clinical Pathology building, Sefako Makgatho Health Sciences University, Molotlegi street, Ga-Rankuwa, OR Human Resources Department, P.O Box, 68, MEDUNSA, 0204**

**All candidates shortlisted will be required to submit themselves to a competency assessment.**

It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents/information will result in your application not being considered.

*Telephonic enquiries regarding conditions of service: (012) 521-4393/4707.*

**The Sefako Makgatho Health Sciences University is an Equal Opportunity and Affirmative Action Employer.**

*Correspondence will be limited to short-listed candidates only. Applications who have not been contacted within 30 days of the closing date must consider their applications as unsuccessful.*

**The University reserves the right not to make an appointment.**