

JOB DESCRIPTION

REFERENCE NUMBER: AP 597

JOB TITLE: Director: Research & Innovation – 5-year Contract

LOCATION: Ga-Rankuwa, Gauteng

BACKGROUND TO POSITION: 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, support 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.

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

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- 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

NHERENT CRITERIA:

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accountability

- A PhD preferably in 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.

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APPLICATION REQUIREMENTS:

Candidates will need to provide:

- A full curriculum vitae
- An abbreviated (no more than two pages) curriculum vitae
- A self-evaluation of your suitability for appointment
- Your 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)
- An indication in writing that you accept the applicable Appointment Regulation and Procedure of the University (this can be a sentence in your cover letter).
- Original Certified copies of all your educational qualifications including your matric / Grade 12 Certificate
- Proof of SAQA verification of foreign qualifications (if applicable)
- Original Certified copy of your ID

To apply please forward your application quoting reference number **AP597** to Genevieve Michel c/o **dri@talenting.co.za**