



## **DIRECTOR: CHILDREN'S INSTITUTE (Associate Professor/Professor)**

(5-year contract)

**Department of Paediatrics and Child Health**

**Faculty of Health Sciences**

The Children's Institute (CI) seeks to appoint a Director, on a five-year contract from 1<sup>st</sup> January 2023, or as soon thereafter as possible, to allow for a transition period of handover with the outgoing Director. The Director is accountable to the Head of the Department of Paediatrics and Children Health and to a cross-faculty *Governing Board*, chaired by the Dean of Health Sciences or his/her representative. This appointment is at the level of Associate Professor or Professor.

### **Requirements:**

- A PhD or equivalent professional qualification in a relevant field such as: economics, law, politics, psychology, public health, sociology, social anthropology, social development or social work
- Five (5) years' experience at a strategic and senior management level at a university or research institution
- National or international reputation in engaged social policy research
- A proven track record in leadership, management and fundraising at a senior level
- Significant research experience as evidenced in a publication record
- Knowledge and experience of methods for applied policy research and policy-orientated advocacy
- Excellent interpersonal and communication skills
- Experience in developing networks, collaborations or partnerships with a range of stakeholders – including academia, government, corporate and non-governmental sectors
- Ability to lead a diverse and multi-disciplinary team and create an inclusive and supportive organisational culture
- Experience in post-graduate supervision or an interest in developing this competency
- Knowledge of the South African social and economic policy context and social justice debates

### **Responsibilities:**

#### *Strategic leadership*

- Lead and manage the implementation of the CI's 2026 strategic vision
- Drive the transformation agenda of the CI and support processes of change
- Position the CI within the University's 2030 UCT vision, recognizing its transformative agenda, and location as a global university in Africa
- Initiate, maintain and build partnerships and alliances for socially responsive research, education and advocacy
- Ensure the breadth and diversity of the Institute's work by maintaining a productive balance between different disciplinary and intellectual traditions, between scholarly and popular publications, and between research, advocacy and education.

#### *Research and public engagement*

- Be an active and productive scholar on issues relevant to the Institute's mission and evolving programme of research and public engagement
- Use research findings to inform policy reform and implementation through a variety of channels
- Provide intellectual leadership and promote the academic development of CI researchers and students
- Actively support and promote engaged scholarship more broadly within UCT
- Promote collegial capacity development and knowledge exchange among research staff within the CI and across the university
- Actively communicate CI's profile and its research contributions, both nationally and internationally.

#### *Fundraising*

- Develop and lead a fundraising strategy to ensure the sustainability of the CI, in collaboration with senior staff
- Nurture and maintain relationships with national and international funders
- Fundraise specifically for multiyear core organisational requirements and research initiatives
- Mentor and support staff to raise project funds
- Lead the reporting process on core grants.

#### *Governance*

- Manage CI's relationship with the Governing Board
- Represent CI at the executive level of UCT, the Faculty of Health Sciences and the Department of Paediatrics and Child Health
- Report to governance structures on a regular basis

- Ensure the preparation and presentation of the annual budget, budget revisions and financial statements to the Governing Board.
- Lead the five-yearly report to the University Research Committee
- Oversee compliance with university procedures and policies
- Engage with university structures to promote an environment that supports the CI to function optimally as a soft-funded research unit.

*Management*

- Oversee staff recruitment, line management and mentoring of senior staff
- Build a positive, inclusive and collegial work environment for all staff
- Support senior staff in their line management and mentoring of junior staff
- Facilitate staff participation in decision-making processes
- Monitor the finances and sustainability prospects of the CI regularly with support from Faculty finance and principal investigators within the CI

The appointment is at the level of Professor or Associate Professor commensurate with qualifications and experience. The annual remuneration package, including benefits as follows:

**Associate Professor:                    Between R793 934 and R1 163 096**

**Professor:                                    Between R914 005 and R1 419 049**

**To apply**, please e-mail the below documents in a **single pdf file** to Ms Tracy Moore at [recruitment05@uct.ac.za](mailto:recruitment05@uct.ac.za)

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>)
- Motivation letter that speaks to the requirements of the position
- Curriculum Vitae (CV)

Please ensure the title and reference number are indicated in the subject line.

An application which does not comply with the above requirements will be regarded as incomplete.

Only shortlisted candidates will be contacted and may be required to undergo an assessment.

**Telephone:**                    021 650 5405

**Website:**                    [www.ci.uct.ac.za](http://www.ci.uct.ac.za)

**Reference number:**        E220359

**Closing date:** 16 October 2022

*UCT is a designated employer and is committed to the pursuit of excellence, diversity, and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups including candidates with disabilities. Our Employment Equity Policy is available at [www.hr.uct.ac.za/hr/policies/employ\\_equity](http://www.hr.uct.ac.za/hr/policies/employ_equity)*

UCT reserves the right not to appoint.