



## ADVERTISEMENT

### Chief Scientist

Contract type: Permanent

Job Level: Management

Work Location: Grahamstown, Eastern Cape

The National Research Foundation (NRF) supports and promotes research and human capital development through funding, the provision of National Research Facilities and science outreach platforms and programmes to the broader community in all fields of science and technology, including natural sciences, engineering, social sciences and humanities.

The South African Institute for Aquatic Biodiversity (SAIAB), based in Grahamstown, is a National Research Facility of the National Research Foundation. SAIAB is world-renowned centre for the study of African aquatic biodiversity.

The person occupying this post will lead and be responsible for the SAIAB Research Division and will be answerable, in the first instance, to the Managing Director. The incumbent is expected to lead research projects and programmes as agreed to with the Managing Director.

The incumbent will be involved in the management of the Research Division by:

- (1) providing guidance to researchers, postdoctoral researchers and postgraduate students;
- (2) by developing performance agreements and conducting performance reviews with researchers in the division and
- (3) by promoting the interests of SAIAB researchers both within SAIAB and externally
- (4) by linking and growing the services offered by the various research platforms offered by SAIAB.

Provision of support to the Managing Director at advisory meetings and representation of SAIAB at national and international stakeholder levels are an important component of this post.

\* Purpose:

Lead and manage the research and innovation component of the Institute's mandate, which is to undertake Aquatic Biodiversity Research and Innovation that drives the sustainable socio-economic development of South Africa. Provide management support to the Institute's Managing Director and the NRF Executive, as well as leading and conducting aquatic biodiversity research at the highest level.

#### Key Responsibilities:

- \* Lead the management and strategic direction of the Research Division.
- \* Ensure SAIAB research meets the mandate and direction of the NRF Vision 2030 and the DSI Decadal plan.
- \* Drive innovation and research that has a direct benefit to society.
- \* Drive the transformation of the Research division and student cohort.
- \* Contribute to the planning of SAIAB's research programmes and policies.
- \* Represent SAIAB's research interest in national and international forums.
- \* Implement research directives for SAIAB.
- \* Manage research through providing guidance to researchers, postdoctoral researchers and postgraduate students in the Research Division.
- \* Deputise for the Managing Director whenever required.
- \* Direct performance management of scientists and postdoctoral researchers.
- \* Manage the finances of research projects and programmes.
- \* Undertake aquatic field studies.
- \* Publish research results in national and international journals.
- \* Conduct performance reviews of researchers in the Research Division
- \* Ensure all permitting and ethics requirements are met by the research division.
- \* Ensure compliance of Occupational Health & Safety (OHS) regulations within the Research Division.
- \* Ensure alignment with the Research platforms on offer.
- \* Review national and international manuscripts and theses.
- \* Promote aquatic biodiversity of the SAIAB Collections Facility.
- \* Present knowledge at national and international scientific conferences.

- \* Attract research funds and contracts.
- \* Coordinate the monitoring of research KPIs.
- \* Manage the relationship with the SAIAB's Honorary Research Associates.
- \* Supervise postgraduate students, especially PhDs.
- \* Increase public awareness through, popular publications, lectures, mass media (radio and television).
- \* Facilitate the Institute's employment equity policy and plan.

## Key Requirements:

### Qualification:

PhD in aquatic biodiversity related field

### Experience:

- 10 years post PhD as a biodiversity researcher. Experience in ichthyology is desirable.
- Demonstrable network of collaborators and colleagues: Nationally, Regionally and Internationally.
- 5 years as a manager/leader/PI of research projects/programmes with multiple stakeholders and collaborators.
- An A or B NRF Rating (a C rating will be considered in exceptional circumstances).
- Proven experience in attracting research funds through competitive research grant proposals (Minimum - 5 grants)
- Significant experience in the supervision of postgraduate student research projects from the MSc to PhD level (Minimum 10 graduated students)
- Substantial publishing record in ISI rated journals in the aquatic biodiversity field (Minimum 50 papers)
- Proven record of presenting research findings at national and international conferences (Minimum 15 Poster and Oral presentations)
- SAIAB as a National Facility is primarily mandated to provide research infrastructure to the National System of Innovation. The Chief Scientist must have research experience that directly complements the research platforms on offer by SAIAB viz. National Fish Collection; Genomics Laboratory; Ecophysiology Laboratory; Acoustic Tracking Array; Remote Visual Platforms.

### Related Skills:

- Experience at representing the work organisation at national and international meetings and/or workshops.
- Journal editorial experience/and or participation on International Panels.
- Tertiary level teaching experience.
- Editorial board membership.
- Technical skills that would complement the National Infrastructure Facilities on offer at SAIAB.

### Knowledge:

- \* An excellent track record in research in the aquatic biodiversity field.
- \* A thorough understanding of the opportunities and challenges facing aquatic biodiversity research at a National, Regional and Global level.
- \* Proven experience in leading a research team. • Proven experience at communicating with stakeholders at the highest levels.
- \* Proven experience at managing collaborative research programmes.
- \* Scientific publication skills.
- \* Proven experience in communicating science and/or of having engaged with communities and the public.

## Additional Notes:

### Desirable additional education and work experience:

- Editorial board membership.
- Tertiary level teaching experience.
- Proven experience in leading fieldwork and collecting expeditions.
- Proven experience in communicating science and/or of having engaged with communities and the public.
- Research expertise in fields that complement the research platforms on offer by SAIAB (National Fish and Diatom collections, Genomics, Ecophysiology, Acoustic tracking and Remote visual platforms).

### Additional Application Information:

The full job description can be found on the SAIAB website([www.saiab.ac.za](http://www.saiab.ac.za))

**Information:**

The website [www.nrf.ac.za](http://www.nrf.ac.za) provides more details on the NRF initiatives and activities.

**Applications:**

Applicants should submit a comprehensive CV by logging to <https://ess.nrf.ac.za/Account/Recruitment> and apply online. Applications should be accompanied by a letter of motivation indicating the applicant's suitability for the position. The names and contact details of at least three referees should be provided.

**Closing Date: 01 June 2023**

The NRF offers a challenging career and competitive remuneration package which is commensurate with qualifications and experience. The NRF is committed to employment equity and redress and the appointment to the position will be made in line with the NRF Employment Equity Plan.

The NRF reserves the right not to make an appointment.

Correspondence will be sent to short-listed candidates only