

CAREER OPPORTUNITY

The Council for Scientific and Industrial Research (CSIR) is a leading scientific and technology research organisation that researches, develops, localises and diffuses technologies to accelerate socio-economic prosperity in South Africa. The organisation's work contributes to industrial development and supports a capable state.

Impact Area Manager: Aeronautic Systems

About the job:

The CSIR has a vacancy for an **Impact Area Manager** in the Aeronautics Systems Impact Area, within the Defence and Security cluster. The incumbent will be responsible for the provision of strategic and technical leadership to the research groups, and including people management, business development, financial sustainability and operations management of the Impact Area. This position is based in Pretoria.

For more info about the impact area or cluster, please visit <https://www.csir.co.za/defence-and-security> respectively.

Key responsibilities:

- Provide and coordinate strategic leadership within the Impact Area;
- Develop, provide and motivate capacity to deliver on the Cluster's strategy;
- Integrate complete solutions aligned with the focus of the Impact Area;
- Develop and implement appropriate components of Cluster research, development and innovation (RDI) strategy with specific sub-sectors and specific impacts;
- Contribute to strategic investment goal setting for the Cluster and development of an RDI strategy for the Impact Area;
- Drive and implement the business development and commercialisation strategy;
- Ensure high quality science, engineering and technology (SET) expertise and develop appropriate SET capacity and profiles;
- Drive and implement a business plan for operation, sustainable growth, impact and robustness of area (including strategy, goals, mission, HR, finances, technology transfer, Intellectual Property (IP) and commercialization);
- Manage RDI groups;
- Grow effective management of staff (effective utilisation of performance management systems);
- Ensure demographic transformation of the Impact Area;
- Lead strategic stakeholder interaction (internal and external);
- Establish and service strategic alliances (institutional) according to RDI strategy;
- Account for the financial sustainability of the Impact Area and attract funding;
- Propose and/or contribute to the strategic investment plan and implement Parliamentary Grant, other grant-funded projects and programmes;
- Ensure staff development and strategic Human Capital Development (HCD) to advance individual staff through their research careers, and ensure alignment with the Industrial Development Focus and National Science strategy;

- Ensure implementation of quality initiatives;
- Ensure SET outputs and quality, which would include:
 - Industry applications - Support to SMME, products and prototypes developed, technologies localised and diffused, new patents granted, new licences, new companies formed, industry standards and capable state (technology development, acquisition and use dimension), etc.
 - Services – Decision support, policy briefs, norms and standards etc.;
- Deliver on all KPIs of the area and ensure that all outputs are achieved, including transformation, profit and loss, quality, health, safety and environment as per agreed targets;
- Implement and comply with appropriate financial, business and governance systems, including operational approvals;
- In collaboration with the Business Development and Commercialization portfolio:
 - Drive the transfer of technology and solutions design to industry/user environment;
 - Package technologies for commercialisation or develop an “investment ready business” through financial modelling market assessment and business plan development;
 - Develop local and international business markets

Qualifications, skills and experience:

- A Master’s degree in science, engineering or related fields with at least eight years’ experience in strategic leadership and/or business management at a senior level within the Defence and Security RDI domain;
- A Doctoral degree in science or engineering will be advantageous;
- Experience and skills in RDI project leadership;
- Solid track record of:
 - Engagement with Defence and Security sector on strategic level and understanding of industry competitiveness drivers (product and manufacturing) for Aeronautics Defence and Security Systems;
 - Broad understanding of Defence and Security Aeronautics based technologies and their potential impact on competitiveness;
 - Building SET capability;
 - Strategic engagement and business development with local and international Aeronautics Industry.
- Proven financial, people, quality compliance and business management acumen;
- Proven strategic stakeholder relations and business development acumen;
- Experience in interpreting and translating business strategy into long-term planning and KPI setting as well as monitoring of KPI achievements;
- Deep understanding of industry needs and integration of sector knowledge in a multi-dimensional research and development programme in order to deliver industry aligned RDI;
- Ability to understand, integrate, and provide technical leadership across all domains;
- Ability to provide thought leadership and high level conceptualisation;
- Ability to work independently as well as in teams;
- HCD implementation and capacity development;
- Interpersonal communication skills;
- Business Development and financial acumen;
- Excellent communication (verbal and written) and presentation skills;
- Project and programme management skills;
- Excellent people management skills;
- Operational management skills;
- Conflict management skills;
- Decisiveness and action orientation;
- An understanding of the research to market ‘innovation’ value chain.

- Ability to get Top secret security clearance;
- Valid passport for international travel – no international travel restrictions must apply to the candidate.

Should you meet the above requirements, please email your CV to recruitment03@csir.co.za with your name and surname, position title and reference number in the subject line, **(e.g. John Smith: Job title: Reference No: 310928)**

Closing date: 25 January 2021

PLEASE NOTE THAT FEEDBACK WILL BE GIVEN TO SHORTLISTED CANDIDATES ONLY.

For more info, please email us at Recruitment03@csir.co.za

*The CSIR is an equal opportunity employer. As such, it is committed to the Employment Equity Act of 1998. By applying for this position at the CSIR, the applicant understands, consents and agrees that the CSIR may solicit a credit and criminal report from a registered credit bureau and/or SAPS (in relation to positions that require trust and honesty and/or entail the handling of cash or finances) and may also verify the applicant's educational qualifications and employment history. **The CSIR reserves the right to remove the advertisement at any time before the stated closing date and it further reserves the right not to appoint if a suitable candidate is not identified.***