

## 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.

### Research Group Leader: Integrated Radar Software Solutions (IRSS)

#### About the job:

The CSIR has a vacancy for a **Research Group Leader: Integrated Radar Software Solutions (IRSS)** in the Radar and Electronic Warfare (REW) Impact Area within its Defence and Security Cluster. The incumbent will be part of the REW and Radar Management teams and will be responsible for the provision of strategic and technical leadership to the research group, including people management, business development, financial sustainability and operations management. This position is based in Pretoria.

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

#### Key responsibilities:

- Contribute to strategic investment goal setting and development of RDI strategy;
- Implement the RGs part of the research, development and innovation (RD&I) strategy for the Impact Area;
- Lead (and enable others in RG to lead) researchers and engineers;
- Promote a culture of science, engineering and technology (SET) excellence and provide RDI leadership of radar software related disciplines;
- Contribute to the Radar Area remaining industry and/or service delivery relevant with national and international standing that is directed at cutting edge offerings.
- Propose and/or contribute to the strategic investment plan and implement Parliamentary Grant, Contract Research and Development and other grant-funded projects;
- Develop and implement a business plan for operation, sustainable growth, impact and robustness of RG (including strategy, goals, mission, HR, finances, technology transfer, IP and commercialization in conjunction with the broader Radar Area);
- Assume leadership in the RG's provision of integrated radar software technical solutions to radar area projects and client programmes;
- Deeply understand the needs for radar software solutions within the impact area radar offerings to industry by integrating sector knowledge in multi-dimensional research and development programs in order to deliver industry aligned RDI;
- Manage the development of technology roadmaps, in conjunction with the Radar Technology Manager and RG members, to enable key offerings (such as software-based signal processors) of the Research Group to remain relevant and effective
- Ensure staff development, strategic Human Capital Development and effective teaming;
- Ensure a well-balanced cutting edge radar software SET capability (aligned staff, development strategies using software best practices, reusable radar software offerings);
- Ensure productivity and quality SET outputs are achieved;

- 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 systems requirements, including operational approvals;
- Network with peers in the fields expertise within and outside the CSIR;
- Deliver, through the Research Group, software solutions to integrated Radar Area projects
- Provide technical support on business development and participate in client interactions;
- Facilitate effective participation of Research Group in a portfolio of projects executed within the Radar Area, by managing software resource assignments and utilizing senior team members to lead teams while ensuring growth of people through projects.
- Manage projects through planning of appropriate processes and policies to ensure Intellectual Property (IP) protection and technology transfer;
- 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 through financial modelling market assessment and business plan development.

### Qualifications, skills and experience:

- A Master's degree in electronic or computer engineering with ten years' experience in software development and software development processes, with a preference for experience in at least two of the following fields:
  - Real-time signal processing software,
  - Real-time control software,
  - GIS display software, and
  - Embedded software.
- At least five years' experience in development of software (embedded SW, real time high speed signal processing and control) for complex electronic systems (preferably radar)
- Sound experience in managing a team of multi-disciplinary professions;
- Proven track record in project management and research project leadership;
- Ability to provide thought leadership and high level conceptualisation;
- Ability to work independently as well as in teams;
- Business Development and financial acumen;
- Excellent communication and presentation skills;
- Conflict management skills;
- Decisiveness and action orientation;
- Appropriate national and international RDI networks;
- An understanding of the research to market 'innovation' value chain.

Should you meet the above requirements, please email your CV to [recruitment03@csir.co.za](mailto:recruitment03@csir.co.za) with your name and surname, position title and reference number in the subject line, (eg. **John Smith: Research Group Leader: IRSS: Reference No: 310836**)

**Closing date: 10 October 2020**

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

For more info, please contact the CSIR Recruitment Centre on **012 841 4774** or email us at [Recruitment03@csir.co.za](mailto: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.*