

CAREER OPPORTUNITY

The Council for Scientific and Industrial Research (CSIR) is a leading scientific and technology research organisation, implementing projects throughout Africa and making a difference in people's lives.

Research Group Leader: Identity Authentication (Biometrics and Smart Tokens)

About the job:

The CSIR has a vacancy for **Research Group Leader** in the Information Security competency area (CA) within the Modelling and Digital Science (MDS) unit. The purpose of the role is to lead the development and growth of staff in a research group and ensure the highest technical quality standards in the group's output. To ensure quality SET outputs from the research group that they lead, and to ensure the professional development and transformation of their SET capacity. Align RG programme objectives with the strategic objectives of the competency area. Translate the CA's and RG's KPIs into individual key results areas. This position is based in Pretoria.

Key responsibilities:

- Lead the research group to contribute to and deliver on the competency area strategy;
- Provide thought leadership on an ongoing basis through publications in journals, conferences, book chapters, technical reports and technology demonstrators, contact related university institutions and set up possible collaboration committees;
- Offer directions and advice to fellow researchers;
- Ensure that there is effective performance evaluation and management of resources;
- Ensure staff development, motivation and strategic human capital development pipeline (profiles, capacity and development);
- Ensure working partnership with Contract R&D Leadership for SET competence development;
- Ensure effective use of the resource base across resource skills, capabilities, capacity and all contracts/projects;
- Lead the research group business development and marketing to ensure short, medium and long term sustainability of the group;
- Lead the e project management through robust integrated planning and interaction with clients;
- Implement a business plan for the operations, sustainable growth and robustness of the research group;
- Ensure that there is financial sustainability of the research group;
- Ensure growth and maintenance of effective relationships with specific clients/stakeholders communicating and affecting the group's vision in line with addressing client need;
- Decompose research group capability development into strategic investment management system projects;

- Implement business plan for operation, sustainable growth and robustness of the research group (including strategy, goals, mission, HR, finances) and ensuring that the research group remains a national leader in its field;
- Facilitate effective communication and motivation of staff;
- Promote a culture of SET excellence (quality and delivery) and providing research.

Qualifications, skills and experience:

- A Master's degree in computer/electronic/electrical engineering or computer science. A Doctoral degree in a related field would be advantageous;
- At least five years' experience is the following:
 - Organisational processes within an R&D environment would be advantageous.
 - Leadership and management experience;
 - Business and project management experience;
- Working in the field of identity management or information security systems development would be advantageous.
- During the above years of experience there should be evidence of three years' working experience in programming using at least one of the following languages: Matlab/java/C/C++/.net;
- Working experience in the Information Security
- Experience in financial, human resources, business mechanisms and processes;
- Experience in the implementation of security concepts such as one-time-templates, public key infrastructure, cryptography and/or implemented identity authentication systems will be advantageous;
- Operational experience with ERPs(enterprise resource planning) for human resource and project management systems;
- Understanding of the research-to-market innovation value chain and a proven ability to manage researchers and technicians to deliver on brief, on budget and on time;
- Demonstrated ability to supervise and lead the development of junior staff
- Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services;
- Demonstrate ability to conceptualise and decompose information security solutions into Statements Of Work;
- Knowledge of the practical application of the principles that underpin information security;
- Familiarity with systems thinking, systems engineering and related disciplines;
- domains;
- Knowledge of approaches and technology used in identity authentication including Biometrics (at least one modality) and smart tokens, like smart cards together with understanding of the underlying technology and possible methods of implementation will be advantageous; and
- Demonstrate the following skills: analytical thinking, building a successful team (includes team leadership & team building); developing people (includes identifying & nurturing talent); financial acumen; innovation and creativity; knowledge management; strategic thinking & decision making and programme & project management.

Should you meet the above requirements, please email your CV to jobapplications@csir.co.za with your name and surname, position title and reference number in the subject line, **(eg. John Smith: Research Group Leader Identity Authentication: Reference No: 307859)**

Closing date: 22 March 2017

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 Recruitmentinfo@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.***