

## CAREER OPPORTUNITY

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

### Competence Area Manager: Ecosystems Services

#### About the job:

The CSIR has a vacancy for a **Competence Area Manager** in the Ecosystems Services competence area within the Natural Resources and the Environmental (NRE) unit. The incumbent will be responsible for the strategy, planning and outcomes of the competence area, but is part of a larger team. In the latter respect, the CAM is a key member of the NRE management team which produces the overarching NRE strategy and operational plan, and includes individuals who provide specialist operational support. The incumbent will build and lead an internationally renowned, sustainable competence area comprising a cohesive and inter-related suite of research groups aligned to serve the needs of the market and society and contribute towards the fulfilment of the CSIR's and NRE's mandate. This position is based in Pretoria or Stellenbosch.

For more information about the NRE and the Ecosystem Services competence area, please visit <http://intraweb.csir.co.za/nre/competence/ecosystem.php>.

#### Key responsibilities:

##### Leadership and Management

- Contribute to the research strategy of the operating unit (OU) in conjunction with science, engineering and technology (SET) leadership;
- Provide and coordinate the strategic leadership within the competence area, and provide input at OU level in conjunction with SET leadership;
- Motivate and lead research groups and individual researchers to deliver on the OU research strategy;
- Ensure the overall health and financial sustainability of the competence area;
- Support the professional growth of staff as part of growing the competence area capability;
- Continue to lead SET base transformation of the competence area.

##### Business Development:

- Strategic interaction with competence-aligned stakeholders and clients, together with the Contract Research and Development (CR&D) Manager and the SET leadership;
- In line with the OU strategy, and in conjunction with the CR&D Manager and SET leadership, construct and implement a business plan for operation, sustainable growth and robustness of the competence area (including science strategy, HR, finances) and ensure that the competence area grows its national and international profile;
- Support Research Group Leaders and project leaders in business development to ensure financial sustainability of the competence area;
- Implement and ensure the competence area complies with appropriate financial and business processes, systems and policies;

- Develop new market opportunities and forge partnerships locally and abroad.

#### **Research and Research Investment:**

- Contribute to the OU research strategy development, and implement appropriate components of the research strategy;
- Contribute to the strategic investment goal-setting and development of a research strategy for the competence area;
- Propose, plan and implement the Parliamentary Grant and other grant-funded projects;
- Ensure high quality SET expertise, development of appropriate SET capacity and profiles;
- Grow the R&D outputs and quality of the competence area.

#### **Qualifications, skills and experience:**

- A Master's degree in Natural Sciences preferably in one of the following disciplines:
  - Coastal systems;
  - Biodiversity;
  - Ecosystems / Ecosystems Services;
  - Earth Observation
- A Doctoral degree in any of the above will be an advantage;
- Eight to ten years of leadership and management experience of professionals (including all aspects of science, financial and human resources);  
Strong insight into ecosystems research to provide guidance on research direction;
- Must have a strong publication record;
- Appropriate national and international scientific engagement among peers;
- Demonstrative national and/or international leadership in one or more of the science fields associated with the business of the competence area;
- Evidence of substantive training in leadership and/or business management;
- Excellent interpersonal, conflict resolution and leadership skills;
- Excellent team player;
- Excellent networking, communication and presentation skills;
- Ability to mentor and coach others;
- Preparedness to travel both nationally and internationally.

Should you meet the above requirements, please email your CV to [jobapplications@csir.co.za](mailto:jobapplications@csir.co.za) with your name and surname, position title and reference number on the subject line, **(e.g. John Smith: Competence Area Manager: Reference No: 308193)**.

**Closing date: 25 June 2017**

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

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

*The CSIR is an equal opportunity employer; as such 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.*