



ADVERTISEMENT

SARChI Principal 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.

Purpose: Lead research projects and programmes in Inland Fisheries and Freshwater Ecology as agreed to with the NRF SARChI Programme and the Managing Director.

Key Responsibilities:

- * Deputise for the Chief Scientist whenever required.
- * Direct performance management of Scientists and Postdoctoral Researchers.
- * Drive transformation in the SARChI and the Research Division.
- * Financial management of research projects and programmes.
- * Involvement with strategic management issues within the Research Division.
- * Undertake research in Inland Fisheries and Freshwater Ecology.
- * Publish research results in national and international journals.
- * Manage research through providing guidance to researchers, postdoctoral researchers and postgraduate students in the Research Division.
- * Conduct performance reviews of researchers in the Research Division.
- * Represent SAIAB at national and international institutional levels.
- * Review national and international manuscripts and theses.
- * Promote aquatic biodiversity collection building.
- * Present knowledge at national and international scientific conferences.
- * Attract research funds and contracts.
- * Coordinate the monitoring of research KPIs.
- * Supervise postgraduate students, especially PhDs.
- * Provide guidance to research staff, postdoctoral researchers and postgraduate students in the Research Division.
- * Teach students at other tertiary educational institutions.
- * Increase public awareness through popular publications, lectures, radio, digital media and television.
- * Facilitate the Institute's employment equity policy and plan.

Key Requirements:

Qualification:

- * PhD in Ichthyology and Fisheries Science (or equivalent)

Experience:

- * The aims of the DST/NRF Research Chair in Inland Fisheries and Freshwater Ecology are:
- * Through a strong focus on applied research and student training, develop internationally competitive science that will result in a higher level understanding of the underlying biological and ecological processes in African freshwater fisheries and their response to human-induced stressors (e.g. overfishing, habitat loss, pollution, the changing climate and species invasions) to inform ecologically, economically and socially sustainable fisheries resource utilisation.
- * To develop regional capacity in inland fisheries and freshwater ecology that are strongly aligned to the national goals of transformation and redress in the science sector.

- * **THE CANDIDATE:**

- * Should have a considerable research and supervision track record aligned to the aims of the Research Chair and in particular inland fisheries.
- * Should be appointable at the level of a full Professor benchmarked nationally;
- * Should be an outstanding and innovative researcher whose accomplishments have made a major impact in their field;
- * Should be recognised internationally as an undisputed leader in their field and/or have received substantial international recognition for their research contribution;
- * Should have a superior record in attracting and supervising post-graduate students and postdoctoral fellows, taking into account the practice of the field.

- * **DESIRABLE ADDITIONAL ATTRIBUTES:**

- * Proven experience in attracting research funds through competitive research grant proposals.
- * Proven experience in managing collaborative research programmes.
- * Experience at representing the work organisation at a national and international meetings and/or workshops.
- * Significant Experience in the supervision of postgraduate student research projects from the MSc to PhD level.
- * Proven experience in leading fieldwork and collecting expeditions.
- * Tertiary level teaching experience.
- * Proven record of presenting research findings at national and internal conferences.
- * Substantial publishing record in ISI rated journals in ichthyology or fisheries science.
- * Ability to work as an individual and in a team environment.

Knowledge:

- * Internationally recognized academic

Additional Notes:

- * Please note that this SARChI position is a two stage process. Firstly to select a suitable candidate and secondly the candidate will need to submit for review a replacement application for the SARChI position to the NRF for peer review and approval.
- * Please see the briefing note that can be found on the SAIAB website <https://www.saiab.ac.za/vacancies.htm> or contact the Operations Manager, Mrs Linda Coetzee on l.coetzee@saiab.ac.za

Information:

The website 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: 18 July 2021

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

BRIEFING NOTE

VACANCY

DST/NRF RESEARCH CHAIR IN INLAND FISHERIES AND FRESHWATER ECOLOGY

1) BACKGROUND

The South African Institute for Aquatic Biodiversity was awarded a Tier 1 DSI/NRF Research Chair in Inland Fisheries and Freshwater Ecology in 2018. Due to the tragic passing of the incumbent, Professor Olaf Weyl, the Chair is currently vacant and the Institute is looking to fill the position by late 2021. Details on the SARChI programme are available at <https://www.nrf.ac.za/division/rcce/instruments/research-chairs>

The following process will be followed:

Phase 1: The Chair will be widely advertised by SAIAB. Applicants are required to submit an expression of interest to Ms Linda Coetzee at SAIAB by 18th July 2021. The expression of interest must include a motivation according to Annexure A and a comprehensive CV. Suitable candidates will be shortlisted by SAIAB.

Phase 2: The shortlisted candidates will be interviewed by SAIAB. During the interview, candidates will be required to give a presentation as to their vision for the Chair.

Phase 3: Candidates that meet both the NRF Human Resources Policy recruitment guidelines as well as the qualification and experience pre-requisites for the Chair, will be requested to develop a full replacement Chair proposal for endorsement by SAIAB and then submission to the NRF (Reviews and Evaluation) for peer review through the NRF online system.

Phase 4: Peer review through the NRF (Reviews and Applications).

Phase 5: Final decision by SAIAB and the NRF

2) RESEARCH CHAIR REQUIREMENTS

The Research Chair in Inland Fisheries and Freshwater Ecology is a Tier 1 SARChI Chair and applicants must meet the criteria outlined in the table below. Candidates at a Tier 2 Level will not be considered. As a relatively small Institute, SAIAB will be looking to appoint an applicant who will be based full time at the Institute in Makhanda, Eastern Cape.

Tier 1 Research Chairs	Tier 2 Research Chair
<ul style="list-style-type: none">• Should be appointable at the level of a full Professor benchmarked nationally;• Should be an outstanding and innovative researcher whose accomplishment have made a major impact in their field;• Should be recognised internationally as an undisputed leader in their field and/or have received substantial international recognition for their research contribution;• Should have a superior record in attracting and supervising post-graduate students and postdoctoral fellows, taking into account the practice of field.	<ul style="list-style-type: none">• Should be appointable at the level of an Associate Professor or full Professor benchmarked nationally;• Should be an established researcher, with a strong research, innovation and human capacity development output trajectory;• Should have the potential to achieve substantial international recognition for their research contribution in the next five to ten years;• Should have demonstrated the ability to attract and successfully supervise postgraduate students and postdoctoral fellows.

It should be noted that while the Chair covers both inland fisheries and freshwater ecology, the primary focus is on inland fisheries and the applicant must have a demonstrable background in fisheries research.

3. CHAIR OVERVIEW AS AWARDED IN 2018

3.1 CHAIR AIMS

The aims of the DST/NRF Research Chair in Inland Fisheries and Freshwater Ecology are:

- Through a strong focus on applied research and student training, to develop internationally competitive science that will result in a higher level understanding of the underlying biological and ecological processes in African freshwater fisheries and their response to human-induced stressors (e.g. overfishing, habitat loss, pollution, the changing climate and species invasions) in order to inform ecologically, economically and socially sustainable fisheries resource utilisation.
- To develop regional capacity in inland fisheries and freshwater ecology that are strongly aligned to the national goals of transformation and redress in the science sector.

3.2 STRATEGY

In order to maximise impact at both the science and the societal levels, the strategy of the initial five-year period is to conduct research on ecological traits, fisheries ecology and invasion biology, and to support fisheries development and policy implementation in South Africa.

3.3 OBJECTIVES

1) With regard to ecological traits, the major objective of the Chair is to develop a database on the ecological traits of freshwater fishes in southern Africa, to facilitate comparisons between African systems, and to contribute to syntheses and large-scale analyses of the response of fish communities to Global Change. The focus will be on the four main freshwater ecoregions of southern Africa: the Cape Fold, southern Temperate Highveld, Okavango and upper Zambezi Ecoregions.

2) In the field of fisheries ecology the objective is to use the database on ecological traits and, by undertaking novel research in aquatic ecosystems ranging from larger lakes, rivers and floodplains, to small irrigation impoundments, develop a better understanding of the dynamics of African inland fisheries, facilitate regional analyses and contribute to global analyses on the response of fish communities to fishing.

3) In the field of invasion biology the objective is to increase our understanding of the role of alien fish introductions for fisheries, the risk of invasions and subsequent ecological consequences. This is essential for developing management strategies in order to limit impact on native biota while maximising economic and food security benefits. Therefore, research will be directed at developing a better understanding of alien fishes in southern African ecosystems from ecological, societal and economic perspectives.

4) Support fisheries policy by developing collaborations with research groups both nationally (e.g. Institute for Poverty, Land and Agrarian Studies at the University of the Western Cape; Department of Economics at Rhodes University and North West University) and internationally (e.g. Leibniz Institute for Freshwater Ecology and Inland Fisheries, Germany) and develop a better understanding of the social and economic influences on fisheries in order to more effectively contextualise the consequences of evolving environmental legislation and fisheries policy on society. Research will be geared at enhanced understanding of value chains associated with inland fisheries and the contribution of different fishing sectors (recreational, subsistence and commercial) to local and national economies and livelihoods.

EXPRESSION OF INTEREST - DST/NRF RESEARCH CHAIR IN INLAND FISHERIES AND FRESHWATER ECOLOGY

Expression of Interest must be sent electronically to Mrs Linda Coetzee L.coetzee@saiab.ac.za by 18th July 2021.

1. Specifically outline your suitability for a Tier 1 Research Chair in Inland Fisheries and Freshwater Ecology according to each of the minimum NRF criteria listed below.
 - 1.1. Candidate should be appointable at the level of a full Professor benchmarked nationally. (200 words max)
 - 1.2. Candidate should be an outstanding and innovative researcher whose accomplishments have made a major impact in their field. (200 words max)
 - 1.3. Candidate be recognised internationally as an undisputed leader in their field and/or have received substantial international recognition for their research contribution. (200 words max)
 - 1.4. Candidate should have a superior record in attracting and successfully supervising post-graduate students and postdoctoral fellows. (200 words max)
2. Given the Chair research description provided in Section 3, indicate the direction in which you would drive the Chair over the Immediate (2 years), Medium term (5 years) and Long term (10 years) to ensure it meets the Chair Aims. (1000 words max)
3. Describe how you would ensure that the transformation goals of the NRF are met through the Chair. (500 words max)

Please attach a comprehensive CV.