

Professional Development Postdoctoral (PDP) positions – SAEON

Potential opportunities available for Professional Development Postdoctoral (PDP) positions at SAEON in 2024, in marine and polar science, ocean and coastal modelling and marine biodiversity. If you are interested in applying for this please get in touch with Dr Tammy Morris (t.morris@saeon.nrf.ac.za) by **1 December 2023** in order to discuss potential research aims.

The objectives of the **PDP** are to:

- Leverage innovation and research at Public Research Institutions, Science Councils and National Facilities in South Africa, through the implementation of science and technology-related skills development;
- Enable recently qualified doctoral graduates to gain further research experience and thereby improve their prospects of employment in the science and technology system;
- Develop a cohort of high-performing emerging/early career researchers in order to renew and replenish the research workforce;
- Attract and retain young scientists and professionals of the highest caliber in order to complement senior researchers' influence on the current science and technology research system; and
- Effect transformation in the demographics of the research workforce in South Africa by supporting Black and female emerging/early career researchers and those that are living with a disability.

The eligibility criteria for the PDP **Postdoctoral Fellowship** are as follows:

- Only *bona fide* South African citizens or permanent residents may receive a PDP Postdoctoral Fellowship;
- Full-time employees of public Research Institutions, Science Councils, Museums or National Facilities may not hold a PDP scholarship or fellowship;
- To be appointed as a PDP Postdoctoral Fellow, the individual must have obtained his/her Doctoral degree no more than five (5) years before commencement of the PDP Postdoctoral Fellowship. In the case of female candidates that are returning after a period of absence from research due to family responsibilities, this criterion may be waived.

The PDP program needs to adhere to the Ministerial Guidelines target of 80% Black and 55% women for PDP postdoctoral fellows for the 2024 academic year. Nominations that will be approved for the 2024 academic year will prioritise Black and females to align with the objectives of transforming the emerging researcher cohort.

The value of the PDP postdoctoral fellowship for 2024 shall be a **maximum of R400 000.00 per annum** for a three-year period and this amount will be taxable. Host institutions and principal investigators will be expected to contribute towards training costs, travel costs and running expenses in addition to providing the necessary infrastructure and mentorship of the PDP Postdoctoral Fellow.