

CENTRE FOR EDUCATION QUALITY IMPROVEMENT (CEQI)

In delivering 'social science that makes a difference', the Research Programmes, Centres and Cross-Cutting units of the Human Sciences Research Council are engaged in hundreds of projects and programmes serving diverse users in South Africa and the region. There are HSRC offices in Cape Town, Durban, Mthatha, Pietermaritzburg (Sweetwaters) and Pretoria.

Senior Education Policy Analysts (Ref. No: CEQI-SEPA)

The Centre for Education Quality Improvement (CEQI) was established to support government and other key role-players to enhance evidence-informed decision making for implementing relevant and effective strategies to improve education quality at all levels of the schooling system in South Africa and Africa.

CEQI's focuses on research and development work to improve the quality of education. Specifically, CEQI undertakes demonstration projects so as to:

- develop relevant policy options that are costed and have demonstrated impact for improving education quality, particularly for the poor and disadvantaged learner
- support policy-makers and key stakeholders at all levels of the system, make informed and evidence-based decisions about effective strategies for improving education quality
- engage in evidence-informed policy dialogue among different stakeholders, to share and disseminate information and ideas about good practice to improve the quality of education
- facilitate the exchange of local and international experts and decision-makers working in the field of education quality

CEQI seeks to appoint senior researchers with relevant interest and experience in this important area. The successful incumbents will report to the Executive Director.

Key responsibilities:

- Conducting high level scholarly research which meets the challenge of peer review, and has strategic and policy relevance;
- Supporting the development and testing of relevant education interventions;
- Facilitating policy dialogue amongst education policy makers and stakeholders;
- Managing projects for problem-oriented interdisciplinary research;
- Delivering high-quality results and reports to budget and deadline;
- Communicating research findings and publishing in peer reviewed journals;
- Mentoring staff including supporting their professional development, and their publishing;
- Securing tenders, commissions and formulating successful grant applications;
- Facilitating partnerships with government, universities, NGOs and the private sector.

Key requirements:

- A Doctorate in Education, Economics or Statistics;
- Practical experience in implementation-orientated research;
- Above average writing skills with a refereed publication record;
- A successful track record of attracting research grants;
- Willingness to develop research proposals for funding;
- A successful track record of managing research projects;

- Experience of engaging/interacting with key stakeholders and policy makers;
- Experience of working in developing countries;
- Appropriate computer literacy;
- Intellectual and personal integrity, imagination and drive;
- A strong user orientation, based on a commitment to human and social research that makes a difference;
- The ability and enthusiasm to engage as a team player in multidisciplinary research teams;
- Demonstrated achievement and enthusiasm for managing and participating in research teams, and mentoring and training their members;
- Experience and strengths in research methods and design;
- The versatility to apply quantitative and qualitative methodologies to challenging subject matter across disciplinary boundaries.

In addition to permanent positions, secondments may be considered, and fixed-term appointments may be offered in certain circumstances. We would prefer the successful incumbents to work in Pretoria, although we have offices in Cape Town and Durban.

The HSRC offers attractive, market-related packages depending on qualifications and experience.

APPLICATIONS: In your application, please include: your CV; a letter of motivation; the names of three contactable referees (with telephone, fax and e-mail contact details), and copies of up to three of your sole or first-authored peer reviewed publications. Please indicate the relevant reference number. The HSRC will only consider applications that comply with the above requirements. Applicants may be required to undertake a written exercise in the competencies required for the position.

Applications should be submitted to: The Head: Human Resources, HSRC, Private Bag X41, Pretoria, 0001, South Africa (email nsteyn@hsrc.co.za). **Enquiries** (not applications) can be directed to Dr A Kanjee on +27 12 302 2302 or akanjee@hsrc.ac.za.

The HSRC is committed to accelerating the improvement in the proportion of its senior managers and research leaders who are black, female or disabled.

Closing date: 13 March 2009. We encourage applicants to submit prior to that date. Applicants who have not been contacted within eight weeks should assume that their application has been unsuccessful. Only applicants who are interviewed will be advised of the outcome of their applications.