

## CENTRE FOR PSYCHOLOGICAL ASSESSMENT RESEARCH AND DEVELOPMENT



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.

### HEAD OF CENTRE (Ref. No. PsychAssess-Head)

The HSRC in collaboration with the Professional Board of Psychology, are in the process of re-establishing the Psychological Assessment Research and Development centre. This Centre is being restructured in response to national strategic priorities impacting the country. It will focus on the development of assessment tools of national importance related to the worlds of learning, work, and personal development.

We are looking to appoint an experienced researcher/manager to serve as head of the Centre. The successful applicant must be conversant with current issues in respect of psychology and psychological assessment in South Africa, including:

- knowledge of the legal frameworks within which the profession of psychology and psychological assessment are regulated;
- an understanding of national policy and the need for psychological assessment in the broad context of HR and skills development; life transition points; in education; for innovation; and in order to address poverty alleviation; and
- experience and expertise in test development and administration.

#### Key responsibilities:

- Providing leadership for positioning the programme in the education and training sector;
- Networking with partners, major users and funding organisations to understand their research needs, responding to tenders, and overseeing other funding initiatives;
- Designing programmes for problem-oriented interdisciplinary research;
- Convening and managing teams, including members from other institutions;
- Delivering high-quality results and reports to budget and deadline;
- Integrating, communicating and publishing research findings;
- Building national and international research links;
- Recruiting partners in the public and private sector.

#### Key requirements:

- A Masters degree in psychology or in related fields, preferably a doctorate.
- At least five years experience in the application and/or development of psychological assessment instruments;
- Track record of project management and/ or research participation in test development and administration;
- Intellectual and personal integrity, imagination and drive;
- A strong user orientation and engaging as a team player in large scale interdisciplinary projects.
- Registration with the HPCSA and local and international refereed publications will be an advantage.

In addition to permanent positions, secondments may be considered, and fixed-term appointments may be offered in certain circumstances. We would prefer 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 indicating your suitability for the position; and the names of three contactable referees (with telephone, fax and e-mail contact details). In addition, include copies of up to three of your sole or first-authored peer reviewed publications. While refereed publications are preferred, client reports or thesis chapters can be submitted. Please indicate the applicable 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 or email [nsteyn@hsrc.ac.za](mailto:nsteyn@hsrc.ac.za). Enquiries (not applications) can be directed to Dr Anil Kanjee on +27 12 302 2302 or [akanjee@hsrc.ac.za](mailto: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.

Information regarding the HSRC can be accessed on [www.hsrc.ac.za](http://www.hsrc.ac.za)