

## Invitation

TO APPLY

NORTH-WEST UNIVERSITY

(POTCHEFSTROOM CAMPUS)

FACULTY: HEALTH SCIENCES

VACANCY: POSTDOCTORAL RESEARCH FELLOW WITHIN THE NuMIQ RESEARCH FOCUS AREA

### Purpose of the position

The Quality in Nursing and Midwifery (NuMIQ) Focus Area, within the Faculty of Health Sciences at the North-West University invites applications from suitably qualified candidates for a postdoctoral fellowship. The fellowship will enable an outstanding doctoral graduate to obtain experience of research and innovation at a higher education institution under the mentorship of established researchers. **A fellowship is available within the area of interest below.**

Neonatal care with a specific focus on neurodevelopmental supportive care in the NICU and shortly after discharge

The fellowship is awarded on a competitive basis, taking into account the applicants' academic achievements, publication outputs and research potential, as well as the relevance of prior experience and expertise. The fellowship is available for a period of one year, renewable for up to two years subject to satisfactory performance. The successful candidate will be situated on the campus of the interest area supervisor.

### Eligibility requirements

- Open to all South African and foreign nationals.
- Graduated with a PhD degree in Nursing or related field within the last 5 years.
- Successful applicant **may not hold full-time salaried** employment during the fellowship.
- Successful applicant must be able to relocate to **Potchefstroom** for the duration of the fellowship.
- Knowledge of Harvard and APA referencing styles and the use of reference manager software.
- Experience in proposal writing and publication of articles in national and international journals.
- Published articles from previous degrees to be submitted with application.
- Experience within the clinical field of interest.
- Proof of ethics training not older than ONE year.
- Demonstrate effective academic writing skills.

### Responsibilities

- Participation in NuMIQ Focus Area activities, such as:
  - Review of academic proposals.
  - Collaborate in established projects.
  - Proposal and grant writing.
  - Support with scientific review committee and HREC applications.
  - Assist in project management and administrative support of current projects within the Focus Area.
  - Participate in relevant short learning programs within the Focus Area.
  - Other relevant activities as the opportunity arises.
- Publication:
  - Writing and publication of scientific publications as lead and co-author in high impact national and international accredited journals.
  - Conduct systematic reviews (SR) for publication in accredited journals as part of the SR teams.
  - Review and preparation of articles ready for submission.
  - Involvement in research dissemination on various relevant platforms.
- Post-graduate supervision:
  - Assisting post-graduate master's and doctorate students in scientific writing, conceptualization of research studies, proposal writing and refining of proposals.
  - Support of post-graduate students with the research methodology short learning program and other training programs.
  - Co-supervision of post-graduate students with supervisors from the Focus Area.

- Personal academic development:
  - Development of individual research program.
  - Apply for individual funding for research program, conference attendance, local and international networking opportunities and other relevant activities.
  - Ad hoc teaching responsibilities in research and/or area of expertise.
  - Shortening and adapting articles according to author guidelines of a specific chosen journal.
  - Development of research skills to broaden own CV.
  - Coordination and participation in community projects as the opportunity arises.
  - Participation in mentorship and leadership programmes.

### Functional/Technical Competencies (Knowledge and Skills)

- Doctoral degree (preferably Nursing) obtained within at least 2 years before the appointment as a postdoctoral fellow.
- Excellent technical writing skills, good problem-solving and project management skills.
- Computer literacy in Office package and relevant research software.
- Knowledge on policies relating to student administration, finances and policies regarding the research environment.
- Excellent organisational and time-management skills.
- Excellent communication skills both verbal and written.

### Behavioural Competencies

- Positive, self-motivated person, who can work independently in a team.
- Application of time management skills and motivated to improve research outputs.
- Ability to organise and maintain confidentiality.
- Ability to function effectively under pressure, independently, as part of a team and under direct supervision.
- Demonstration of language proficiency to function optimally in the multilingual environments of the NWU.
- Work in a team and be open to diversity and a multicultural office.
- Confidentiality and good judgement: protect sensitive information, anticipate, or recognise problems and make sound decisions.
- Ability to learn quickly and be receptive to training, as well as self-development.

### Value

- The fellow will receive a tax-free allowance of R 249 600 (two hundred forty-nine thousand six hundred rands) per annum as determined by the DVC: Research & Innovation.
- A maximum amount of R40,000 will be made available for running costs.
- A once off amount to the maximum of R20 000 will be made available for relocation costs.
- The postdoctoral fellow will be required to purchase private medical cover unless he/she can show evidence of suitable existing cover.
- Assistance in this regard could be provided by the Global Engagement Office.

Read more on NWU post-doctoral fellowship guidelines on <https://services.nwu.ac.za/research-support/post-docs>. Read more about NuMIQ on <https://health-sciences.nwu.ac.za/numiq>.

**ENQUIRIES:** Prof Welma Lubbe [Welma.lubbe@nwu.ac.za](mailto:Welma.lubbe@nwu.ac.za)

**CLOSING DATE:** 14 June 2024

**COMMENCEMENT OF DUTIES:** 1 July 2024 or as soon as possible

**TO APPLY** please mail the following documents to Me Xolile Xaba at [Xolile.xaba@nwu.ac.za](mailto:Xolile.xaba@nwu.ac.za).

### All application must be accompanied by the following

- Motivation letter, including a 1-2 page outline of relevant expertise and experience
- Full CV including a list of research publications, conference papers and other scholarly outputs
- Full transcripts of academic record and copy of doctoral degree certificate (SAQA certificate for international applicants)
- Copy of ID document of passport (in the case of foreign applicants)
- Contact details of two academic referees who have taught/ supervised the candidate.

*The University will only consider applications of candidates who meet all the inherent requirements of the position. Applications that are incomplete will not be considered. Communication will be limited to shortlisted candidates only. Should you not be contacted within six weeks of the closing date for applications, you may assume that your application was unsuccessful. The University subscribes to and applies the principles of the Employment Equity Act and is committed to transformation. The University reserves the right not to fill the position.*