

**RESEARCH LEADERSHIP PROGRAMME  
TO INCREASE THE NUMBER OF INTERNATIONALLY LEADING WOMXN SCHOLARS AT  
UCT**

**Call for Nominations to academics in the Faculty of Health Sciences (FHS)**

**Call closes 30 November 2023**

**Please address all queries to [FHS.researchfunding@uct.ac.za](mailto:FHS.researchfunding@uct.ac.za)**

The Research Office invites nominations for eligible academics to participate in the 2024 UCT Research Leadership Programme.

Under the leadership of the DVC responsible for Research & Internationalisation, Prof Sue Harrison, the Research Office has established the Research Leadership Programme (RLP), that is piloted over a three-year period, 2022 - 2024. The Programme is aimed at supporting mid-career researchers to advance towards becoming internationally renowned scholars. In response to the UCT demographic profile of internationally renowned scholars, using the NRF rating as a proxy for research excellence and leadership, the programme will have a particular focus on womxn researchers.

The RLP is a bespoke programme, specifically aimed at developing research leadership for outstanding womxn researchers, at Senior Lecturer; Associate and full Professor levels, to advance towards becoming world-renowned scholars (equivalent of A and B NRF rated scholars). The Programme complements and dovetails with existing human and research capacity development interventions across the University.

For this programme, research leadership refers to academic prowess and stature that enables high quality research performance. In this instance with a particular focus in developing requisite soft and hard skills, which include, among others, leading and managing large research grants and research teams, making research collaborations and networks work, raising the scholar's profile nationally and internationally, planning and guidance for NRF rating, etc.

The Programme is envisaged to run for a period of 12 months and will comprise of five components:

- Research leadership skills development workshops on lived experiences with established and internationally leading scholars on the relevant topics, such as:
  - Research leadership and management
  - Building networks and making them work
  - Successfully applying and managing large national & international research grants
  - Research visibility for enhanced impact
  - Soft skills development
- Planning for career progression and/or NRF-rating for first time or renewal applications
- 360-degree personal assessment – determine areas of strength and areas for improvement in personal and research leadership traits and competencies, respectively
- Personal coaching and professional mentorship
- International visit for professional networking and working on collaborations

The programme will culminate with presentations and reflections by candidates on the RLP experience and their long-term plans to achieve international visibility and recognition.

## **APPLICATION AND SELECTION PROCESS**

The RLP is piloted over a three-year period, 2022 – 2024, and the third cohort of about ten (10) candidates will commence in early 2024. Each faculty is invited to nominate up to two (2) candidates and one reserve nomination.

- Please complete the [nomination form](#), provide a detailed CV as well as further supporting documents if needed.
- Nominations need to be submitted by 30 November to [FHS.researchfunding@uct.ac.za](mailto:FHS.researchfunding@uct.ac.za)
- All nominations, including self-nominations and nominations by others, must be supported by the line manager or relevant nominator.

### **Eligibility Criteria**

- Womxn academic staff at the level of Senior Lecturer, Associate or full Professor, and equivalent positions in the Research Officer track, which include Senior, Principal and Chief Research Officers, (inclusive of SFAS) appointed on a permanent basis at UCT;
- Hold a research-based doctorate;
- NRF rated at C/Y level or at an equivalent academic standing if not rated ([NRF rating categories](#));
- Evidence of research excellence and performance above the norm at their career stage;
- Evidence of research and academic leadership;
- Evidence of research impact in academia and/or in the broader socio-political and economic sectors;
- Desire to improve their professional standing and NRF rating; and
- Likelihood to engage meaningfully and constructively in the programme.

### **NOTE:**

- Nominations are open to eligible womxn candidates across all faculties.
- The programme is important in transforming the equity profile of UCT research leadership. Thus, based on the current UCT demographic profile of senior and established academics and in line with the National Research Foundation ratios, the selection committee will ensure that at least 80% of selected candidates must be Black (African, Indian, and Coloured) South African citizens.
- Successful candidates are eligible and can apply for or be members of other University research capacity development interventions.
- Successful candidates will be expected to maintain or improve their NRF rated status and for non-rated candidates to apply for a rating.
- Selected candidates will be expected to continue with their normal academic duties and responsibilities, while also adhering to the specifications of the RLP.

### **ENQUIRIES:**

1. For submission and general enquiries on the application process, please contact the FHS Research Development Team at [FHS.researchfunding@uct.ac.za](mailto:FHS.researchfunding@uct.ac.za)
2. For call and programme specific enquiries, please contact Dr Gaelle Ramon at [gaelle.ramon@uct.ac.za](mailto:gaelle.ramon@uct.ac.za)