



UNIVERSITY OF CAPE TOWN



SENIOR LECTURER IN THE ALLAN GRAY CENTRE (AGC) FOR VALUES-BASED LEADERSHIP

The Allan Gray Centre at the UCT Graduate School of Business, as part of its strategic growth plan, is seeking to recruit a faculty member on a sixty percent (60%), 3-year contract.

The GSB is a leading academic business school in South Africa. With its triple international accreditation, it is recognised as a world leader and innovator in business, management and leadership. Research is a particular priority for the School and Centre. The applicant should, therefore, have published previously and be keen to grow a significant body of publications in reputable journals.

The post is available at Senior Lecturer level, according to experience. The post is within the broader area of Human Resources and Organisational Behaviour, but requires experience / exposure in one, or some, of the focus areas of the Allan Gray Centre (see below). We are looking for a candidate who is passionate about growing their local and international reputation through research, publication and supervision of Masters and Doctoral students, and the role that our focus areas play in the lives of leaders, managers, employees, civil society and ordinary citizens in developing and emerging countries.

The GSB offers:

- A teaching load that offers space for research
- A focus on peer-reviewed research output
- A school that strives for academic excellence and societal relevance
- The opportunity for a meaningful academic career in a prime location in the world

Requirements:

- PhD in the relevant area (see AGC focus areas below)
- Experience of lecturing at post-graduate University level
- Supervised Masters and/or Doctoral students
- Human resource corporate experience in one of the AGC focus areas, at senior management or executive levels
- Consulting- and/or work experience outside of higher education
- International exposure or international work experience
- Published previously (articles and/or book chapters and/or Conference papers)
- Fluency in English

Advantageous:

- A team player
- Be committed to developing case studies with an emerging market focus

Your profile:

- Hold a PhD
- Female, South African, black [African, Coloured, Indian]
- Corporate experience in HR at senior management or executive levels
- Burgeoning research record
- Demonstrated interest in one or more of the core focus areas of the Allan Gray Centre
- Interest in developing thought leadership in emerging economies
- Lectured at post-graduate level in a University
- Supervised Masters and/or Doctoral students



ALLAN GRAY CENTRE VISION & FOCUS AREAS:

To be the globally recognised Centre of Excellence in Africa for researching and engaging issues/challenges to do with Values-Based Leadership in the domains of the:

THE INDIVIDUAL

- **Values** (sets of beliefs that help individuals judge what is more important in their private/work lifecycles)
- **Principles** (universal truths: fairness, justice, equality, truthfulness)
- **Ethics** (set of rules/guidelines for conduct for society/organisations)
- **Morals** (limits on behaviour and clean living)
- **Character** (wisdom & knowledge, justice, temperance, courage, humanity, transcendence)
- **Power** (sources, uses, types, toxic, followership)
- **Personal Narratives & Storytelling**
- **Self-Care and Well-Being** (boundary-setting, self-talk, self- and other-forgiveness, self-compassion, support – giving & receiving, spirituality, reflection, physiological; locus of control; happiness)
- **Personal Purpose** (authenticity, aspirational characteristics, strengths, energy, legacy)
- **Personal Resilience** (early stressors, meaning, agility, connection, nurtured confidence, controlling feelings & thoughts, mindfulness)
- **Self-Efficacy** (mastery, physiological, emotional, imaginal, embodiment, choice)

THE ORGANISATION

- **Stakeholders** (responsible engagement, social justice, voice for the marginalised, dignity, fairness/equity, responsible people management)
- **Employee Engagement** (communication, human-centred engagement, intent, conscious engagement, rewards & recognition)
- **Stewardship** (surrogate; trusteeship, servant leadership)
- **Responsible Leadership** (responsible decisions, pay staff responsibly, values-based leadership, responsible procurement, responsible engagement of stakeholders, responsible use of resources)
- **Organisational (Shared) Purpose**
- **Organisational Resilience** (responsiveness, adaptability, leader bench strength, culture, change management, long-term view, systems and complex adaptive systems, networks, workforce)
- **Diversity & Inclusion** (values differences, trust, identity, upbringing, equality, gender, LGBTQ+, mental models, differences, belonging, teams)
- **Organisational Design & Systems**
- **Governance** (transparency, accountability, transformation, inclusion, effectiveness, rule of law, oversight, audit independence, rights, compensation)

The annual cost of employment, including benefits for a full-time Senior Lecturer role is R796 318, 52. The 60% role that is being advertised will therefore be remunerated at: **R477 791,11**. To apply, please visit <http://www.gsb.uct.ac.za/workforus>, select the job you wish to apply for, follow the brief registration process at the bottom of the advert and submit the following documents:

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>)
- Cover letter motivating your application
- Curriculum Vitae (CV)

Please ensure the title and reference number are indicated on the application form. An application which does not comply with the above requirements will be regarded as incomplete. Only shortlisted candidates will be contacted.

Website : www.gsb.uct.ac.za
Reference number : E210113
Closing date : 13 February 2021

UCT is committed to the pursuit of excellence, diversity and redress in achieving its equity targets. Our Employment Equity Policy is available at <http://www.uct.ac.za/downloads/uct.ac.za/about/policies/eepolicy.pdf>. For this post we seek particularly to attract black [African, Coloured, Indian] South African female candidates.

UCT reserves the right not to appoint.