

RE-ADVERTISEMENT



Botswana Accountancy College (BAC) is a Premium Institution with all the hallmarks of a supreme learning environment characterised by an international footprint. BAC is a highly focused business school which is continuously forging relations with renowned international partners i.e universities and global professional bodies. As a learning institute driven by the passion to excel, we are recognised for the quality of our programmes and their relevance to the needs of the economy. We subscribe fully to the growth of Botswana's human capital development agenda and are a key player in the national human resources development and skills capacity building programme. Our vision is anchored on excellence in knowledge production so if you are a professional of distinction, you need to be part of the best of the breed in the knowledge industry.

BAC has ambitious plans to convert its research outputs into appropriate solutions that can stimulate entrepreneurship and economic development. This focus is part of efforts to intensify research and build strong networks with research institutions and partners across the African continent and beyond.

Job Purpose:

Reporting to the Executive Director, the Deputy Executive Director - Research and Innovation will provide strategic and policy direction in the design, development, coordination, implementation, and evaluation of Institutional research activities including conversion of research into products and services to impact the economy. The incumbent will be expected to promote, coordinate and facilitate research development, internal/external liaison, research funds raising, consultancies and incubation of start-ups from ideation through research and centralised logistical support for research in all academic units of the College, affiliates and associates or partner institutions.

The Job

The position will, inter alia, be responsible for the following:

New Business or Opportunity Development

- Develop and lead the implementation of an organisational wide research and innovation business development strategy and a partner/client relationship management strategy to increase research conversion, commercialisation and profitability.
- Develop multi-tiered relationships that span multiple sectors, programmes and leverage business knowledge and those relationships to negotiate complex partnerships.
- Oversee BAC pursuit of research grants, including identifying research funding opportunities for the College, as well as, assist researchers in proposal preparation and submission.
- Capacitating researchers on grant writing as well as fostering and facilitating proposal development and promoting interaction for large multi-disciplinary research opportunities.

Research Quality, Ethics & Integrity

- Align the research quality, ethics strategy and information systems to the organisation's overall strategy and evaluate challenges and risks in research from a quality and ethical perspective.

Research Commercialisation, Innovation and Enterprise

- Develop and review policies, procedures, agreements and systems, oversee and drive research funding and commercialisation programmes and maximise the economic value of the research through various leadership structures and reward mechanisms.
- Drive initiatives to convert research findings into practical application, marketable products and services and set up structures that promote technology transfer and venture creation, while safeguarding the intellectual property rights of the College and respective developers.
- Create a culture of creativity, experimentation and innovation and maintain a culture of initiation, redesign and cultivation of new ideas.

Research and Innovation Strategy & Alignment

- Harmonise the institutional Research-Innovation (R-I) strategy with the needs and priorities of stakeholders at a national and industry level and to strengthen programmes and alliances that support and promote innovation.
- Develop, articulate and implement a comprehensive research and innovation strategy that is aligned to the institution's strategic initiatives, ensuring a strong link to student research.
- Oversee the analysis of key processes, recommend improvements, as well as, prepare reports related to research and innovation activities.

Research Analysis

- Conduct research in specialised topical areas and analyse College-wide research output for alignment, relevance to societal and economic demands for meaningful impact and re-direct research focus and direction.
- Define priorities for research and innovation in BAC within performance objectives and translate analytical reports into management presentations, providing guidance to resolve issues, identify areas of significant concern or opportunity.

The person

The right candidate will possess the following:

- Doctorate Degree, or equivalent in a relevant field (e.g., Economics, Business Management, Finance, Marketing).
- At least Ten (10) years experience, five (5) of which should have been post qualification of the Doctoral Degree, either in teaching, or in research in a tertiary institution preferably in post-graduate studies, or research and innovation.
- At least fifteen (15) publications in referenced/accredited journals and internationally recognised research indexing databases.
- Experience in high-value Consultancies will be an added advantage.
- Should have traceable track-record in managing research budgets, demonstrable ability to lead, mentor and manage research teams.
- Should have at least five (5) years experience in a business, entrepreneurial, commercialisation environment and practicalising business cases.
- Specialist knowledge of applicable legislation and relevant academic/research policies, standards and programmes; institutional research conceptualisation, design, methodology, data collection and analysis; research funding, innovation and commercialisation; research portfolio management; academic quality management and learning and teaching management.

Competencies and Skills Required

- Innovation
- Leading Change
- Decision Making
- Entrepreneurial Skills
- Execution and Delivery
- Stakeholder Engagement
- Research Ethics and Integrity
- Business Case Development
- Business Acumen and Commercialisation

To apply in confidence, please visit www.peopleconnections.co.bw. Applicants should submit a single merged file comprising a detailed curriculum vitae, certified copies of certificates and also provide names and contacts of at least three traceable referees.

Closing Date: 27 July 2025

For enquiries: Contact 3975917 / 3915503