



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.

VACANCY NOTICE

DEPUTY EXECUTIVE DIRECTOR – RESEARCH AND INNOVATION (5 YEARS FIXED TERM CONTRACT) TENABLE IN GABORONE

Main Purpose of the Job

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. 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. The incumbent will be expected to promote, coordinate and facilitate research development including internal/external liaison, research funds raising, consultancies and centralised logistical support for research in all academic units of the College, affiliates and associates or partner institutions.

Key Performance Areas

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, commercialization and profitability.
- Develop multi-tiered relationships that span multiple sectors or programmes and leverage business knowledge and those relationships to negotiate complex partnerships.
- Oversee the College's pursuit of research grants including identifying research funding opportunities for the College, 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 Analysis, 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.

Research and Innovation Strategy & Alignment

- Harmonise the institutional Research and Innovation 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 to prepare reports related to research and innovation activities.

Innovation and Enterprise

- Create a culture of creativity and innovation and maintain a culture of initiation, redesign and cultivation of new ideas.

Competencies and Skills Required

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

Experience and Qualifications

- Doctorate degree or equivalent in a relevant field.
- At least Ten (10) years of teaching or research experience in a tertiary institution preferably in Post-Graduates studies or research and innovation plus at least 15 publications in referenced/accredited journals internationally recognised indexing databases. Should have been recognized at the rank of Professor by a reputable University/Research institution.
- Specialist knowledge of applicable legislation and relevant academic/research policies, standards and programmes; institutional research conceptualization, design, methodology, data collection and analysis; research funding, innovation and commercialisation; research portfolio management; academic quality management and learning and teaching management.

Application Procedure:

All applications accompanied by cover letter, curriculum vitae and certified copies of ID and academic certificates should be e-mailed to recruitment@bac.ac.bw (stating the position being applied for as the subject of the email) before close of business on **Friday 26th July 2024, 1700hrs.**

Applications should be addressed to:

Head of Human Resources
Botswana Accountancy College
P/Bag 00319
Gaborone

NB: Botswana Accountancy College will enter into correspondence only with shortlisted candidates.

CONTACT US ON

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