

VACANCY	
Job title:	Anthropologist (MATERNAL IMMUNISATION)
Type:	Permanent <input checked="" type="checkbox"/> Fixed Term <input type="checkbox"/> Temporary <input type="checkbox"/>
Main purpose of the job:	To design, implement and facilitate research projects, analyse qualitative research data and participate in publishing scientific articles informed by the research outputs.
Location:	Wits VIDA, Nurses Residence, Chris Hani Baragwanath Academic Hospital, Soweto
Closing date:	13 August 2024
Submit detailed CV to:	vacancies28@witshealth.co.za
Advert reference number:	Anthropologist -MI
In accordance with our Employment Equity goals and plan, preference will be given to suitable applicants from designated groups as defined in the Employment Equity Act 55 of 1998 and subsequent amendments thereto.	

Key performance areas

1. Research development, management, analysis and outputs (social behavioural sciences and related)

- Conceptualise research design, implement and oversee relevant research projects as directed
 - Collaborate and provide relevant guidance on study design, protocols, research tools, feasibility and analysis as required.
 - Effective and efficient administration and project planning including timelines, budgets and resource allocation, deliverables, dependencies.
 - Develop, design, implement and track research through project management tools, milestones and process flows and monitor ongoing projects with study and/or community teams and through internal reporting/
 - Oversee data quality.
- Effectively oversee and develop qualitative research activities including but not limited to:
 - Outlining of study sampling criteria and identifying study participants as per protocol.
 - Organising and conducting interviews with relevant study population as per sampling criteria.
 - Overseeing and completing interview transcriptions.
 - Perform data analysis in line with project requirements.
 - Provide regular data analysis and progress reports.
 - Support all qualitative research related activities as directed.
- Analyse data (qualitative and quantitative) in accordance with project, research leadership and publication requirements.
- Develop and document analysis plan/s, methodologies and results.
- Write and support with research publications
 - Draft research manuscripts for publications
 - Conduct literature reviews
 - Produce and increase academic outputs inclusive of policy briefs, peer-reviewed publications and conference presentations.
- Organise, prepare and lead meetings, reports, presentations and publications according to all applicable standards of the respective stakeholders.
- Ensure Good Clinical Practice and research ethics principles are upheld.
- Support regulatory and ethics applications and requirements.
- Support community engagement strategies required for specific studies and engage relevant community advisory groups as required in conjunction with relevant teams.
- Effectively drive study-related communications, data collation and results dissemination with applicable required departments/collaboration.
- Provide relevant SBS insights in support of the Maternal Immunisation activities and support investigators through fostering a collaborative, interactive working approach.

2. Research and capacity development

- Support the development of long-term social behavioural sciences research including strategic planning and driving action plan with indicators.
- Pursue own research interests consistent with overall research agenda of the organisation and in conjunction with research leadership team.
- Advise on implementation of large multi-site research and dynamically contribute to new, relevant research questions.
- Design, write and submit or contribute to new proposals.
- Identify and pursue new funding opportunities in line with organisation's interest and own research goals (as required).
- Provide academic leadership through teaching, mentorship and supervision of post graduate student projects as applicable.

- Contribute towards the development of team/company knowledge by identifying relevant training needs and topics.
- Develop and deliver relevant training material and presentations and contribute to internal knowledge sharing on areas of expertise.
- Conduct ad hoc research training interventions i.e. Journal Clubs.

3. Stakeholder relations

- Manage internal and external expectations and communicate appropriately with initiative and solutions.
- Build and maintain high standard of professional, authentic internal and external stakeholder relationships (internal relations at all levels of the organisation and external relations with relevant public, private and third sector stakeholders as well as academic collaborators, funders and media).
- Ensure compliance and drive risk management.
- Demonstrate integrated and effective problem-solving and apply discretion and diplomacy as required.
- Support and/or drive programmatic interactions with sponsors as applicable.
- Support programme-specific communications and participate in organisational communications, driving organisation and own research portfolio.

4. Staff Management

- Lead cross-functional, multi-disciplinary teams to promote productivity within projects; effectively supervise and manage staff duties and targets and maintain sound labour relations.
- Coordinate and conduct training on the requirements for specific studies/programme components and ensure robust regular review and ongoing development of team capabilities.
- Work with management to empower and develop teams or individuals as skills needs or deficiencies are identified.
- Foster an environment that promotes talent recognition, development as well as agency and individual leadership; promote harmony, teamwork and sharing of information.
- Mentor, coach and facilitate personal and professional staff development wherever possible.
- Ensure staff comply with policies, strategies and values at all times.
- Manage staff effectively including performance, conduct, efficient working, processes and corrective action as required.
- Demonstrative effective delegation and decision-making.

5. Effective self-development and performance ownership

- Apply knowledge of the organisational systems, structures, policies and procedures to achieve results.
- Take ownership and accountability for responsibility areas, demonstrate effective self-management. Demonstrate team and individual leadership and collaboration to support everyone's combined and individual objectives.
- Follow through to ensure that quality and productivity standards of own work are consistently and accurately maintained.
- Take ownership for driving own career development by participating in ongoing training and development. Activities such as forums, conferences, policy setting workshops etc. and develop a relevant network.
- Support and drives the business' core values; maintain a positive attitude and respond openly to feedback.

Required minimum education and training

PhD in Public Health or related field; Master's degree in Sociology or Anthropology or related field.

Required minimum work experience

Minimum 5 years' experience working in social science research environment with demonstrated research and projects management.

Must have exposure to and experience working within medical research studies or organisations and relevant interest and experience in the behavioural science around vaccinations.

Record of research output evidenced by at least five published refereed papers, with first author on at least two.

Experience working in a donor funded organization/NGO or project-based environment.

Desirable additional education, work experience and personal abilities

Experience in a research environment and implementing projects.

Ordered, systematic and analytical in approach to research.

Familiarity with data analysis software.

Good organizational and administrative skills with working knowledge of Microsoft Office.

Sound work ethic. Self-motivated, able to work independently and work as part of a multidisciplinary team.

Tactful, respectful, non-judgmental and maintain confidentiality.

Able to work under pressure and adhere to deadlines.

Openness to working in disadvantaged communities. Must be able to work with minimum supervision to lead projects and productivity.

Must be willing to contribute towards publications and drive own research agenda. Advanced computer literacy with emphasis on working with NVivo.

Demands of the job

National and international travel and overtime/weekends may be required from time to time.

Communications and relationships

Excellent communication skills (both written and oral) and the ability to establish and maintain effective working relationships with all stakeholders. Must be fluent in local African languages. Maintain effective working relationships with all VIDA staff at various levels.

Should you be interested in applying for this vacancy, please send an email to vacancies28@witshealth.co.za. The subject heading of the email must include the job title of position applying for. Please include the following documentation:

- A cover letter (maximum one page) that clearly states which vacancy you are applying for.
- A detailed CV