

MALAWI UNIVERSITY OF SCIENCE & TECHNOLOGY



ACADEMIC LEADERSHIP VACANCIES

Exciting and challenging job opportunities have arisen at the Malawi University of Science and Technology (MUST) for suitably qualified, self-driven, output-oriented and experienced individuals for the following academic leadership positions:

1. Research Fellow/Senior Research Fellow (Technology, Innovation and Business Enterprise)
2. Research Fellow/Senior Research Fellow (Research and Outreach Services)

1.0 Research Fellow/Senior Research Fellow (Technology, Innovation and Business Enterprise)

Reporting to the Director of MUST Institute for Industrial Research and Innovation (MIIRI), the Research Fellow/Senior Research Fellow in Technology, Innovation and Business Enterprise shall be responsible for the development and implementation of strategy and initiatives that will serve to advance the commercialization of innovation and technologies created by MUST faculty and stakeholders to support the entrepreneurial culture and programs at the University. The Research Fellow/Senior Research Fellow is responsible for primary oversight and management of new initiatives of Technology Commercialization (TC) and New Venture Development (NVD). This position will provide leadership and develop programs to align the strategy and activities of the TC and NVD for the benefit of the faculty, the university private sector, government and the society.

The position holder will provide overall leadership and oversight in supporting Faculty and students' innovation incubation programmes. In addition, the holder shall be responsible for designing innovation management functions, develop training materials and initiate coaching and mentorship programme for students, faculty and stakeholders. The Research Fellow/Senior Research Fellow shall also broadly be responsible for research and capacity-building programme in the field of innovation, product development and commercialisation.

1.1 Key Duties and Responsibilities

Among others, the Research Fellow/Senior Research Fellow (Technology, Innovation and Business Enterprise) shall be expected to perform the following duties:

- a) Support the operationalization of the MUST Technology and Innovation Garage.
- b) Contribute to the functions of the Centre of Excellence in Sustainable Food Systems Innovations and Enterprise.
- c) Prepare Terms of Reference and calls for proposals for collaborative business ventures.
- d) Develop project proposals with Schools, Department or Unit managers, finance and relevant support functions and ensure stakeholders participation prior to submission to donors.
- e) Design training programs and identify industry coaches to advance community, industry and university innovation commercialization.
- f) Lead in initiative innovation hackathons and incubation programmes.
- g) Compile monthly consolidated research reports or updates for the Director of MUST Institute for Industrial Research and Innovation.
- h) Present reports at various forums such as research symposia, conferences, workshops both locally and internationally ensuring the visibility of the Institute and the University.

1.2 Qualifications, Knowledge, Skills and Experience

Aspiring candidates must have any of the following required qualifications.

Senior Research Fellow

- PhD or equivalent academic doctoral degree in the relevant field with at least six (6) articles in refereed journals/ six (6) book chapters by reputable publisher plus at least 4 years research experience at Research Fellow position.
- At least four (4) presentations at National or International Conferences.
- Demonstrable ability to attract funds for at least 3 research projects amounting to not less than US\$20,000 per research project as a Principal Investigator.
- At least one (1) patent/ patent application, registered design or discovery

Research Fellow

- PhD or equivalent academic doctoral degree in the relevant field **OR**
- Master's degree with at least three (3) articles in refereed journals/ three (3) book chapters by reputable publisher plus at least 3 years research experience.

Aspiring candidates must also have the following required attributes and experience:

- a) Experience and proven track record in key functional areas: Technology Commercialization, Licensing and Deal Structuring.
- b) Demonstrated knowledge of early-stage development and funding of technology companies, and extensive relevant work experience that can be drawn upon in advising and mentoring faculty entrepreneurs and early-stage companies.
- c) Familiarity with research and technical areas, including science, engineering and computer science, as well as business needs relevant to the commercialization of technology.
- d) Proven track record of successful strategic planning and implementation of new programs and change management.
- e) Supervisory experience, and experience in building and leading successful teams.
- f) Proven track record of creating and maintaining successful partnerships with external organizations.
- g) Demonstrated ability to communicate effectively – to present ideas, both in writing and orally, in an understandable, technical and non-technical manner, with internal and external constituencies.
- h) Ability to articulate a vision for the role of academic research in innovation, commercialization, job creation, and economic development.

Additional Considerations for the Post:

- a) Ability to work effectively with faculty, University administrators, government/industrial representatives, and students.
- b) Experience in developing cost models and business plans.
- c) Experience in promoting research capabilities.
- d) Broad understanding of industry and investment community trends, and connections to resources for venture capital, angel investors, and other funding mechanisms.
- e) Experience in managing an investment fund focused on early-stage companies and technologies.
- f) Demonstrated expertise in contract review, drafting and negotiation.
- g) Strong written and verbal communication skills, including grant writing.
- h) Ability to work with a broad range and diverse population of people.

2.0 Research Fellow/Senior Research Fellow (Research and Outreach Services)

The Research Fellow/Senior Research Fellow will be responsible to the Director of the Research and Outreach Services for both research, technical and administrative leadership of the University Research Agenda.

2.1 Key Duties and Responsibilities

Among others, the Research Fellow/Senior Research Fellow (Research and Outreach Services) shall be expected to perform the following duties:

- a) Stimulate a research culture among faculty members and students through the sound management and delivery of research training programmes.
- b) Ensure effective and efficient packaging and dissemination of research activities and results to the research and scientific community and policy makers.
- c) Assist the Director of Research and Outreach Services in identifying and coordinating income-generating activities for the University.
- d) Assist the Director of Research and Outreach Services in providing an oversight to the research staff to ensure that they are implementing various research activities in accordance with their work plans.
- e) Assist in teaching and research supervision activities in various Academic Departments and Schools.
- f) Assist research and academic staff in writing research grants proposals.
- g) Assist research and academic staff with publications in line with recommend guidelines.

2.2 Qualifications, Knowledge, Skills and Experience

Senior Research Fellow

- PhD or equivalent academic doctoral degree in the relevant field with at least six (6) articles in refereed journals/ six (6) book chapters by reputable publisher plus at least 4 years research experience at Research Fellow position.
- At least four (4) presentations at National or International Conferences.
- Demonstrable ability to attract funds for at least 3 research projects amounting to not less than US\$20,000 per research project as a Principal Investigator.
- At least one (1) patent/ patent application, registered design or discovery

Research Fellow

- PhD or equivalent academic doctoral degree in the relevant field **OR**
- Master's degree with at least three (3) articles in refereed journals/ three (3) book chapters by reputable publisher plus at least 3 years research experience.

Additional Considerations for the Post:

- a) Ability to work effectively with faculty, University administrators, government/industrial representatives and students.
- b) Strong written communication skills.
- c) Experience in proposal writing and research funding with demonstrable ability to write clear, structured, articulate and persuasive proposals.
- d) Knowledge of basic fundraising techniques and strategies.
- e) Knowledge and familiarity with research methods, with proven track record of generating original research.

REMUNERATION AND TENURE FOR THE POSITIONS

The successful candidate for the positions shall be engaged on a renewable contract based on satisfactory performance in line with the MUST's Performance Management System and new job requirements. In addition, the successful candidates shall receive appropriate remuneration based on MUST's prevailing rates.

PREVENTION OF SEXUAL EXPLOITATION AND ABUSE

MUST has a zero-tolerance policy on Sexual Exploitation and Abuse. Therefore, applicants for the above vacancies must be willing to abide to the MUST Policy on Prevention of Sexual Exploitation and Abuse.

METHOD OF APPLICATION

Interested candidates who meet the above qualifications and attributes should submit their applications, detailed and updated curriculum vitae and copies of certificates not later than **16th August, 2024**. The curriculum vitae must include the following: the candidate's names in full; date of birth; academic qualifications; work experience; and names and e-mail addresses of three traceable referees.

Applications must be submitted by email to:

The University Registrar
Malawi University of Science and Technology
P.O. Box 5196
Limbe

Alternatively, applications can be submitted online to the University Registrar using the following email address: vacancy@must.ac.mw

All hardcopy and electronic applications must be duly signed. Only shortlisted applicants will be acknowledged.