

## **ADVERTISEMENT**

### **RESEARCHER**

The Public Affairs Research Institute (PARI) is seeking to appoint a suitable candidate as a Researcher in its Land Governance Programme.

PARI is an African research institute based in Johannesburg, founded in May 2010. We are affiliated to the University of Johannesburg and the University of the Witwatersrand and aim to provide original social science research, advocacy and implementation support on challenges related to effective government, governance and state society relations. We do this by collaborating with civil society organisations, state and academic institutions.

To achieve its objectives, PARI hosts five thematic programmes – (1) Compact (on publication participation), (2) Energy Transition, (3) Land Governance and Administration, (4) Local Government, and (5) State Reform. These programmes are supported by an Academic Engagement programme, a Communications Unit and an Operations Hub.

PARI seeks to recruit a suitably qualified and experienced candidate as a Researcher (full time) for its Land Governance and Administration Programme. The Land Governance Programme within PARI aims to contribute to the growing body of work on land governance in South Africa. Specifically, it intends to contribute to improved land governance through building state capacity and enhancing state-civil society organisation (CSO) engagements, by generating empirical evidence and building the state's capacity to uphold the responsibilities stipulated in the South African Constitution.

The successful candidate will support achievement of the Land Governance Programme's strategic objectives and, ideally, should reflect a commitment to PARI's vision, mission, and values.

#### **The Land Governance Programme**

The Researcher in the Land Governance Programme will report to the Programme Lead and will address research, advocacy, policy engagement and the dissemination of research outcomes by:

- conducting primary and secondary research;
- policy analysis;
- stakeholder engagements;
- collaborating with policy makers, community formations, civil society organisations and academic institutions;
- supporting the organisation of workshops, conferences and seminars; and
- producing publications, case studies and other outputs for PARI.

## **Responsibilities**

- contribute to the success of the research by participating in research conceptualisation, planning and execution, analysis, write-up and dissemination;
- contribute to resolution of the research project problem/s by identifying potential challenges, developing and presenting solutions, working with the Team to develop a final, approved solution, and implementing solution/s as and when required, according to agreed deadlines;
- identify research opportunities and risks by evaluating research project/s and areas of responsibility, evaluating the impact of outputs against other outputs, and reporting on an ongoing basis;
- contribute to supervision and mentoring of junior staff and students;
- prepare outputs for academic, civil society, community formations and policy makers;
- support capacity development initiatives; and
- attend and participate in staff meetings, organisational reviews and planning sessions, as well as other meetings that relate to the work of PARI.

## **Requirements**

- A Master's degree in relevant disciplines – social sciences or the humanities – with research experience in the land-based area or development field.
- Familiarity with South Africa's land governance sector and relevant institutions.
- A minimum of three (3) years' demonstrable experience of research and research outputs in the land governance sector.
- Able to engage with state and non-state actors.
- Demonstrable experience at conducting research independently.
- Demonstrable experience at preparing and disseminating research outputs.
- Familiarity with the land sector.
- Demonstrable experience of working with disadvantaged communities.
- Excellent writing and analytical skills.
- Ability to write scientific publications, training materials, policy briefs and research reports will be an added advantage.
- Motivated to work in a team setting as well as being able to work independently in a multi-disciplinary context.
- PARI offers an interdisciplinary and globalised workplace and the possibility to interact with researchers of different nationalities within a world-wide network. The successful candidate must be able to work within and demonstrate respect for an intercultural environment
- Willingness to learn about new areas and to work in an interdisciplinary, flexible and dynamic environment.
- Knowledge of an indigenous language in Southern Africa will be an advantage.

## **Minimum requirements for the post advertised include:**

- A minimum of a Master's degree.
- Fluency in spoken and written English.
- The ability to communicate ideas and understand and/or translate technical language.
- Demonstrable competency with the MS Office suite, internet research and social media platforms.
- Demonstrable competency with the analysis of primary and secondary data.
- Willingness to travel to research sites, as required.

- A current driving license (Code 8, no endorsements) is essential.

#### **Remuneration and conditions of service**

- The post as advertised is a full-time position.
- Remuneration is market related and will be based on qualifications and experience in relation to PARI's salary scales.
- Work will be based in Johannesburg; some hybrid (home office) work will be allowed.
- Applicants must be willing and able to undertake occasional travel (local, provincial and international).

#### **Application process**

- Please submit your CV and a motivation letter that explains why you are attracted to this position, to PARI's HR Manager, Joan Cameron, by email to [joanc@pari.org.za](mailto:joanc@pari.org.za), no later than 31 August 2024.
- Your CV should clearly distinguish between periods of work as an employee and work as a consultant/freelancer.
- Shortlisted candidates will be interviewed in person; will undertake a writing exercise as part of the application process; and may be asked to provide a writing sample prior to the interview.
- Candidates who are short listed for an interview should ensure they have read the full description of the Land Governance Programme prior to being interviewed.
- Late applications will be disqualified and we reserve the right not to make an appointment.
- Only shortlisted candidates will be contacted.

#### **Closing date for applications: 31 August 2024**

PARI is committed to diversity, inclusion, equity, and transformation. We offer a competitive salary package and preference will be given to historically disadvantaged applicants.

For more information about the work that PARI undertakes, please visit [www.pari.org.za](http://www.pari.org.za)

**Ends**