

**ADVERTISEMENT**  
**POSTDOCTORAL RESEARCH FELLOW IN MONITORING AND EVALUATION**  
**Advanced Leadership Programme for the Elimination of Malaria**

This call is for the position of a Postdoctoral Research Fellow at the School of Health Systems and Public Health (SHSPH), Faculty of Health Sciences at the University of Pretoria (UP). The UP is a renowned institution recognised for its commitment to academic excellence, research innovation, societal impact, leadership development and capacity building. Committed to advancing knowledge, fostering critical thinking, and promoting social justice, the university continues to be a beacon of higher education excellence in Africa and beyond. As a top-tier research-focused institution committed to expanding and pioneering new frontiers of knowledge in its established research themes, the university is dedicated to fostering growth and innovation. The recruitment of postdoctoral research fellows is instrumental in driving forward this objective. **This announcement invites applications for the position of a postdoctoral fellow to manage the monitoring and evaluation (M&E) framework of the Advanced Leadership Programme for the Elimination of Malaria.**

The UP, through the University of Pretoria Institute for Sustainable Malaria Control (UP ISMC) and other stakeholders, developed a leadership and management training course to build capacity in southern Africa and support the malaria elimination agenda. This programme, funded by the Bill & Melinda Gates Foundation and delivered through UP's Gordon Institute of Business Science (GIBS), is presented in a hybrid format, simultaneously in English and Portuguese (and possibly in French). Targeting leaders and managers from national malaria control programs (NMCPs) across southern African countries, including Angola, Botswana, Eswatini, Mozambique, Namibia, South Africa, Zambia, Zimbabwe, Malawi, Madagascar, and Comoros, the course is commencing its third cohort. Essential to its success is the implementation of a robust five-year M&E framework, which is crucial for ensuring its effectiveness and sustainability. This framework systematically assesses the course's effectiveness, relevance, and impact on participants' leadership skills and their contributions to malaria control efforts. By analysing data on key indicators, outcomes, and participant feedback, the M&E framework enables organisers to capitalise on strengths, address areas for improvement, and tailor future iterations for optimal effectiveness, ensuring alignment with evolving participant needs and course objectives.

This is a two-year academic appointment, with the potential to be renewed for a third year. The appointment will provide the fellow with the opportunity to develop research independence, and produce research outputs, ultimately strengthening their academic CV.

**Area of appointment and mentor**

The Postdoctoral Research Fellow will be appointed under the mentorship/guidance of Prof Tiaan de Jager, Dean of the Faculty of Health Sciences, Director of the UP ISMC, and a Professor of Environmental Health appointed in the SHSPH. Prof de Jager's research focus is on reproductive health and environmental endocrine disrupting chemicals (EDCs), with a special interest in malaria and sustainable malaria control. He is also doing research in the field of environment, including pesticides and industrial pollutants.

## Responsibilities

The postdoctoral fellow will contribute to the successful Advanced Leadership Programme for the Elimination of Malaria course to build capacity in malaria control programmes in the southern Africa region, specifically by managing the course's five-year M&E framework. The fellow will also be involved in the research initiatives aligned with the course and other UP ISMC projects as needed.

Tasks will include:

- Managing the course's M&E framework:
  - Expanding the existing M&E framework that aligns with the objectives of the course;
  - Overseeing the collection and cleaning of data;
  - Conducting thorough analysis of collected data;
  - Compiling evaluation findings into clear and concise reports, presentations, or dashboards to communicate results to stakeholders, including the primary investigator, the coordinator, funder/s and other relevant parties;
  - Providing feedback based on evaluation results, offering recommendations for programme enhancements or modifications, and collaborating with course developers to implement changes;
  - Continuously monitoring the implementation of the M&E framework, tracking progress towards achieving objectives, and making adjustments as needed;
  - Documenting all M&E activities, processes, and findings for future reference, knowledge sharing, and organisational learning;
  - Liaise with relevant partners involved in the larger LMG Consortium M&E framework.
  
- Assisting with the coordination of the course
  - Liaise between the course coordinator, the GIBS delivery team, the course integrator, the interpreter/translator, and the coaches as needed;
  - Assist in finalising the course curriculum and schedule for the new intakes;
  - Assist in screening and enrolling nominees for the new intakes;
  - Assist in managing the Cross-border Leadership Learning and Networking online platform and the Database Management System;
  - Identifying and applying for funding to ensure the sustainability of the course;
  - Drafting of annual reports to funder/s;
  - Monitoring communication channels between the delivery team and course participants.
  
- It is expected that the applicant will:
  - Produce or contribute to at least three publications over the two-year period. These outputs should be published internationally, ideally, in journals that are found in the ISI index of journals;
  - Assist with any postgraduate supervision linked to the course;
  - Assist with ad hoc tasks as requested by the mentor and/or the course coordinator.

## Requirements:

### *Essential*

- A PhD in M&E, obtained within the past five years, and has authored publications;
- Alternatively, a doctoral graduate who has successfully completed a PhD of at least two years, after an MSc or MPH with a M&E focus, and has authored publications;
- Experience in project management (formal qualification and/or informal learning);
- Ability to work with various data sources, a demonstrated proficiency in relevant software, tools, equipment, or technologies (software such as STATA, R, SAS, SPSS and Microsoft Office);
- Publication record in peer-reviewed journals;
- Ability to work in a multidisciplinary team environment;
- Attention to detail and accuracy in completing tasks;

- Proficiency in analysing data, synthesising information, and drawing logical conclusions to inform decision-making;
- Strong proficiency in English (verbal and written);
- Strong interpersonal and verbal/written communication skills, including the ability to effectively communicate complex ideas to both technical and non-technical audiences;
- Not older than 40 years of age.

*Desirable*

- Experience working with large and extensive data sheets and being able to extract relevant data;
- Experience in scientific writing such as publication writing, as well as translating scientific writing to ordinary and every-day writing.

*Beneficial*

- Background in malaria, or knowledge of malaria;
- Some level of proficiency in Portuguese (verbal and written) and/or French;
- Driver's license.

**Application process:**

Applications must be submitted in writing as a cover letter to Dr Taneshka Kruger ([taneshka.kruger@up.ac.za](mailto:taneshka.kruger@up.ac.za))

Supporting documentation must include:

- A CV including qualifications, work experience and evidence of achievements such as publications and awards;
- Certified copies of degree certificates;
- Certified copies of academic transcripts of all academic degrees and courses completed;
- Names and contact details of at least two professional referees;

**Application closing date:** Wednesday, 19 May 2024

**Potential start date:** June 2024

**Tenure:** Minimum 2 year, maximum 3 years; dependant on annual review.

This is a full-time, paid fellowship for up to three years (subject to progress/renewal reports submitted annually). The remuneration package will be determined according to UP policy.