# Call for Applications
## Post-doctoral Researcher

**Deadline: 30 November 2025**

Are you interested in supporting the efficient delivery of an impactful multi-country research project?

The Centre for Human Rights is an internationally recognised university-based institution combining academic excellence and effective activism to advance human rights, particularly in Africa. It aims to contribute to advancing human rights, through education, research and advocacy. Centre is a partner in an innovative UKRI Future Leaders Fellowship project, hosted at the University of Bradford, that focuses on advancing gender-inclusive climate change governance in case study countries.

We seek an enthusiastic and motivated individual to join the project as a post-doctoral researcher. This 24-month, full-time position represents an exciting opportunity to join a multi-country research team to develop impactful policy instruments and capacity-building resources for strengthening climate justice at the national and regional levels. The role might interest a PhD holder who is looking to gain further experience in research excellence and policy engagement within a multi-country project.

The role will be based in the Centre for Human Rights, University of Pretoria. The ideal candidate will have skills and experience in legal and policy analysis, community engagement, and the ability to drive forward research independently, with a track record of high-quality research outputs.

The postdoc will be expected to work independently and is encouraged to contribute their own ideas to the project's direction. Training will be provided to support the postholder's development. The successful candidate must be able to work closely with others as a member of a research team, engage effectively with various stakeholders, and produce material for publication and dissemination for both academic and non-academic audiences.

**The postholder will:**

a. Combine existing plans with their own knowledge and initiative to develop new/improved approaches to advancing climate justice for women.
b. Lead studies engaging with communities and assessing the effectiveness of climate change governance frameworks at various scales.
c. Contribute to the development of innovative multidisciplinary approaches for addressing the research problems.
d. Disseminate research via publications and conference presentations.

**Key Qualifications/Experience:**

- PhD in a relevant field, e.g. law, sociology, gender studies, climate and environmental governance.
- Relevant research experience, demonstrable experience, and skills relevant to the project.
- Experience in statistics and research data analysis

**Planning & Organising**

- Ability to work independently and be proactive, while also working collaboratively with other members of the research team to achieve the set objectives
- Ability to manage and prioritise tasks and objectives
- Effective time management
- Problem Solving
- Resolve most problems using prior experience, and to seek expert help when required
- React to queries and problems raised by other group members and external stakeholders.
- Take initiative to source, curate, analyse and interpret data
- Confident and open communication with the research team and other stakeholders
- Identify expansion opportunities for the research, develop new research methods and seek funding for future research projects
- Decision Making

- Applicant will have discretion on daily work priorities and will organise their own
- workload and adapt as necessary.
- Contribute to decision-making on the research design and modalities for research activities.
- Liaise with the PI and supervision team for general orientation, advice, and response to serious or unexpected events
- Provide mentorship and advice for other members of the research team
- Manage weekly research team meetings

**Additional Information:**

For application-related enquiries, please contact Ebenezer Durojaye -ebenezer.durojaye@up.ac.za.Qualified candidates are invited to submit their applications, which must include a sample letter, a cover letter and a CV to chr@up.ac.za by **30 November 2025.**

## Role holder: essential and desirable attributes

### Qualifications

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| **Essential** | PhD in relevant discipline (law, sociology, gender studies, climate and environmental science) |
| **Desirable** | |

### Experience, skills, and knowledge

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| Essential | • Ability to prioritise to manage peaks of activity<br>• Experience of leading  a research project<br>• Excellent written and oral communication skills and a high level of attention to detail<br>• Ability to work alone with clear direction and to manage own workload to set deadlines<br>• Excellent organisational skills with the ability to prioritise work<br>• Excellent customer service skills, with experience of responding efficiently and effectively to enquiries verbally or by email<br>• Excellent data entry, analysis, and IT skills, including MS Office, email and web-based procurement portals<br>• Ability to use tact, diplomacy and discretion in dealing with a wide range of problems and people.<br>• Ability to use a creative approach to problem-solving.<br>• Experience of working with stakeholders at various levels in organisations such as governments and international organisations<br>• Experience in taking minutes and providing information at meetings<br>• Experience with engaging communities and various stakeholders<br>• Ability to oversee and train administrative colleagues<br>• Willingness and desire to learn new skills<br>• Demonstrable evidence of commitment to equality and diversity in practice |
| Desirable | • Experience of working in multicultural teams<br>• Experience in organising marketing and promotional events<br>• Knowledge of local languages<br>• Experience with game design |

## Personal attributes

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| Essential | • High level of enthusiasm, drive and flexibility<br>• Approachable and personable with an ability to gain trust, confidence and respect amongst colleagues<br>• Capable of individual initiative and teamworking<br>• Ability to remain calm under pressure<br>• Commitment to continuing professional development and a desire to develop in the role<br>• Encouraging collaboration, creativity, and openness<br>• Thorough and attentive to detail<br>• Willing to undertake training as required<br>• Applying the best ethical standards in everything we do |
| Desirable | |

Main duties and responsibilities

1. To provide an efficient, comprehensive and professional research service for the research project.
2. To design and take full responsibility for implementing data management processes, ensuring that the research project team complies with the research ethics approval, information governance standards and related policy. To proactively liaise with the Programme Manager, and the PI about data management.
3. To design and take full responsibility for the governance of the programme through coordinating the preparation and circulation of monthly and ad-hoc newsletters and reports, liaising with the research project team, research partners, and other stakeholders, and leading research project and steering group meetings.
4. To be the primary point of contact for all matters relating to the research project with various stakeholders. It is expected that the post-holder will take full responsibility for proactively handling enquiries with minimal supervision.
5. To take responsibility for research activities for the research project team, such as organising site meetings, designing complicated data collection schedules, making travel arrangements and coordinating meetings with the advisory board and other stakeholders.
6. To produce high-quality presentations and reports on behalf of the principal investigator and the programme manager, including sourcing relevant information/data, where required. To also produce high-quality marketing and communication materials about the research project and to use own initiative to develop content for the programme's web pages, liaising with the appropriate project partners and research team members.
7. To create newsletters and information materials about the research project for use at research field sites and by various stakeholders.
8. To carry out other related activities as instructed by the supervisor.