Two Postdoctoral Fellowships are available in the area of Health Policy and Systems Research (HPSR) for the Collaboration for Health Systems and Policy Analysis and Innovation (CHESAI) research project, over the period 2014-2016.

CHESAI is a four year collaborative endeavour between the University of Cape Town (UCT) and the University of Western Cape (UWC), Schools of Public Health, funded by the Canadian International Development Research Centre (IDRC). Two Postdoctoral Fellowships are available in the area of Health Policy and Systems Research (HPSR) for the Collaboration for Health Systems and Policy Analysis and Innovation (CHESAI) research project, over the period 2014-2016. This is an open call for such Fellowships to commence during 2014 and 2015.

This collaboration is based on the understanding that Health Policy and Systems Research (HPSR) is an emerging field within the broader terrain of health research, with conceptual and methodological foundations that require substantial development. The overall aim for CHESAI is, therefore, to contribute to expanding and strengthening the health policy and systems knowledge base in Africa through building an intellectual hub for HPSR in Cape Town, South Africa, creating spaces for engagements between researchers and practitioners, supporting African HSPR capacity development and sharing/disseminating HPSR conceptual and methodological innovations.

CHESAI’s overall objectives will be pursued within four complementary thematic areas which address critical areas of conceptual and methodological development for HPSR. The themes are:

1. **Leveraging change in complex health systems**: generating ideas about new approaches to leadership of complex health systems, recognising that health systems comprise a web of relationships amongst component parts, including organisations and individuals, that are situated within circles of contextual influences;
2. **Harnessing tacit and experiential knowledge to health system development:** exploring the important role of tacit and experiential knowledge in leading and sustaining health system development;

3. **Catalysing multi- and trans-disciplinary inquiry to support health systems development:** developing innovative concepts and ideas, frameworks and methodologies, drawn in particularly from the social sciences, to support both in-depth research and related teaching on health system development and strengthening;

4. **Strengthening the research-practice interface:** providing time and space for practitioners and researchers to systematically engage with and learn from each other’s knowledge, and develop new, shared understandings about HPS issues and research.

**Purpose for Postdoctoral Research fellowships for CHESAI**

Given the emergent nature of the field, the purpose for having Postdoctoral Research Fellows in the CHESAI research project is to contribute to:

- the support of career development of emerging health policy and systems researchers;
- the establishment of a community of practice around Health Policy and Systems Research, and to building this field in South Africa, other parts of Africa and with other partners, and
- the enhancement of the capacity of the UWC/UCT CHESAI hubs

The Post Doc fellow will be required to conduct research on one of the areas shown above and will be expected to produce academic papers on selected areas of interest that are relevant to HPSR and CHESAI themes, as well as to assist in the write up of some sections of the working papers on the identified HPSR concepts.

Successful candidates will be required to become involved with and attend the meetings of the CHESAI Group. Professional development through voluntary teaching opportunities on Health Policy and Systems areas in UWC and UCT will be available, as well as an opportunity to take part in related partner projects and meetings.

**Call for application and conditions of award**

The UCT and UWC Schools of Public Health are calling for interested candidates to apply for two Postdoctoral Research Fellowships to start in 2014 or early 2015.

The successful candidates will be required to register at the University of Cape Town OR the University of the Western Cape. They will join the CHESAI team, and will be expected to contribute to its work and to facilitate communication and joint learning between UWC and UCT.

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1 Note that UCT and UWC have slightly different policies for the registration of PDRFs: at UCT PDRFs are neither students nor employees of the University (PDRF status), while at UWC they are registered as students. See [www.uct.ac.za](http://www.uct.ac.za) or [www.uwc.ac.za](http://www.uwc.ac.za) for more information.
Academic Criteria:

Applicants must

- have citizenship of a sub-Saharan African country, be an expatriate African, or demonstrate commitment to future work in African health systems;
- have achieved a PhD in the last five years in any suitable field, such as health sciences or social sciences;
- not have previously held any permanent academic positions. However, emerging researchers, or those who have previously primarily worked in university teaching positions, or who have held health systems management positions are eligible to apply;
- show clear evidence of robust scholarly performance including a relevant publications record;
- have some relevant experience, specifically a track record of interest in health policy and systems issues, preferably including research;
- understand the relevance of their proposed postdoctoral research work to CHESAI: applicants will be asked to propose an area of work relevant to one or more of the CHESAI themes, and to show how their past research provides a basis for this proposed work and/or what additional activities are proposed to contribute to the CHESAI community of practice;
- demonstrate interest in strengthening HPSR and building a community of practice around HSPR issues, and
- demonstrate English language proficiency.

The general purpose of the PDRF is to provide an opportunity for experiential learning in research which may serve as a path for further academic and professional development, therefore

(i) The postdoctoral research fellowships are only available to individuals who have achieved the doctoral degree within the past 5 years;
(ii) The incumbents will not be expected to provide a service or services in return for the fellowship. (Although some academic activities, such as limited teaching or student support, may be required as part of the PDRF’s professional development);
(iii) No benefits or travel allowances are included in the value of the fellowship;
(iv) The successful incumbents will be required to comply with the recruiting University’s approved policies, procedures and practises for the postdoctoral sector.

Value and tenure of the postdoctoral research fellowships

Two Postdoctoral research Fellowships will be made available during 2014 and 2015: one at the UCT School of Public Health and Family Medicine, and one at the UWC School of Public Health.

The value of each fellowship starts R275,000 per annum (tax exempt, and adjusted upwards for inflation at the start of each year). The fellowships are tenable for one year. Renewal for a second and final year will however be considered depending on satisfactory academic progress and availability of funds. Renewals are not guaranteed. In addition, allowances of up to R80,000 for research costs and conference travel will be available, on application, by the successful candidates. Conditions apply to these Allowances, and separate applications will be considered for approval by the Principal Investigators.
Application requirements

Applicants should submit the following documents:

(i) A letter of application stating the applicant’s areas of expertise, research interests, academic qualifications and work experience (an academic CV including a list of publications).

(ii) Copies of full academic transcripts, including those pertaining to both the undergraduate and postgraduate degrees. Please do not include copies of certificates. Names and contact details OR letters of reference from at least three referees (inclusive of two academics who have taught, supervised or worked alongside the applicant).

(iii) A 2 page concept note on the area of interest the applicant would want to work on: outlining the work she/he will do, its relevance to HPSR and specifically, relevance to the CHESAI themes, and potential contribution of the applicant and their work to the broader CHESAI community of practice.

Closing date for applications: This is an open call. The review committee will collect applications into clusters, and review them every three months.

Contact details for submission of applications and for enquiries:

Please contact Jill Oliver and Thubelihle Mathole at chesai.mail@gmail.com

Selection of short-listed candidates will be made by the principal investigators and a sub-committee of academics from both institutions and IDRC representatives, and eligible applicants will be notified of the result of their applications within two to four months of their application.

The University of Cape Town and the University of the Western Cape reserves the right to disqualify ineligible, incomplete and/or inappropriate applications,

The University of Cape Town and the University of the Western Cape reserves the right to change the conditions of award or to make no awards at all.