



## Postdoctoral Research Fellowship – Stellenbosch University Faculty: Economic and Management Sciences

### *The role of good governance in improving the quality of sustainability reporting*

This Fellowship will be jointly hosted by the [School of Accountancy](#) (SoA) (Dr George Nel) and the [Stellenbosch Business School](#) (SBS) (Prof Nicolene Wesson). We invite applications for this position, starting 1 October 2024 (or as soon as possible thereafter). The **closing date** for applications is **22 July 2024**.

This is an excellent opportunity to become part of an exciting topical and ever-evolving research project focusing on the role that governance plays to ensure long-term sustainability. The objective of this project is to examine the effectiveness of key performance (and similar) indicators within remuneration packages to hold directors accountable for establishing an ethical culture, sustainable performance, effective internal control and credible reporting.

#### Job description for the Postdoctoral Research Fellow

- Submission of *at least* two high quality research outputs per annum to accredited (subsidy bearing) journals;
- Outputs should be published within the research focus area and should not emanate from the candidate's doctoral dissertation;
- Stellenbosch University must be reflected as the only affiliated South African academic institution on any manuscript submission;
- Presenting research at a minimum of two seminars/ colloquia per annum;
- Assisting with supervision or co-supervision of postgraduate students;
- Assisting with organising research workshops, conferences and other events on request; and
- Willingness to teach for a maximum of 20 hours per month.

#### Applicant Requirements

- A doctoral degree in a related disciplinary field, conferred within the last 5 years;
- A proven research track record (such as journal publications, conference presentations and postgraduate supervision);
- Academic or other work experience in areas such as governance, finance, econometrics or other disciplines related to the scope of the fellowship;
- A proven track record of utilising both quantitative and qualitative research methods;
- Evidence of scientific proficiency, creativity, critical thinking, ability to collaborate effectively with others and independent thought processes;
- Working knowledge of manual and automated content analysis (such as textual analysis software); and
- Working knowledge of statistical packages for data analysis, such as SPSS, Stata and Eviews; and databases, such as Bloomberg and IRESS.

#### Recommendations

- A professional accounting designation (such as CA(SA), ACCA/FCCA or CIMA/CGMA).
- Extensive knowledge of and/or proficiency in implementing corporate governance.

#### Further information

The position is for one year, with the possibility of consideration of extension for another year contingent on project need, satisfactory performance and available funding. The annual fellowship is R350 000 (tax free – see below), with the possibility of an additional award of R50 000 based on the number and quality of published research outputs in accredited journals, and demonstrable contributions made to the research activities of the Faculty.

Please note that postdoctoral research fellows are not appointed as Stellenbosch University employees, and that the financial benefits of the fellowships are awarded *tax-free* (they are categorised as a bursary). Postdoctoral research fellows are therefore not eligible for employee benefits.

Interested candidates are required to submit a CV together with a covering letter that provides a motivation for their application that specifically addresses each of requirements above in as much detail as possible. It should specifically include a publication list, a full academic transcript and proof of all academic qualifications, and the names and contact details of at least two referees. **Please submit applications and address all inquiries to Mrs Esmari Huysamen ([esmarih@stellenboschbusiness.ac.za](mailto:esmarih@stellenboschbusiness.ac.za)).**

The University reserves the right to not make an appointment if a suitable candidate is not found. *The environments are committed to valuing diversity and contributing to an inclusive and multicultural working and learning environment.*