Postdoctoral Research Fellowship – Stellenbosch University, Faculty of Economic and Management Sciences, School of Accountancy

The role and effect of stakeholders in pay transparency and pay-for-performance

The School of Accountancy (SOA) invites applications for a Postdoctoral Research Fellowship position, from 1 August 2023 (or as soon as possible thereafter). For more information about the departments in the Faculty of Economic and Management Sciences (EMS) and the SOA, visit the <u>faculty's website</u>.

Become part of an exciting topical end ever-evolving research project focusing on the importance of the impact of stakeholders to ensure executive pay transparency and pay-for-performance in JSE-listed companies. A mixed-methods research approach is envisioned to achieve the project objectives. The SOA is particularly interested in candidates knowledgeable in corporate governance (specifically King IV) and with experience in the use of textual analysis software, who are able to largely independently conduct advanced econometrical analysis, as well as interviews with stakeholders.

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 submissions;
- Present research at a minimum of two seminars/ colloquia per annum;
- Assist with supervision of or co-supervise postgraduate students;
- Assist with organising research workshops, seminars and other events on request;
- Assist SOA staff with research advice;
- Willingness to teach for a maximum of 20 hours per month; and
- Submit quarterly progress reports.

Applicant requirements

- A doctoral degree conferred within the past 5 years;
- A proven research track record;
- 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 utlising both quantitative and qualitative research methods;
- Evidence of scientific proficiency, creativity, critical thinking, ability to collaborate effectively with others and independent thought processes relevant to the job description;
- Working knowledge of the Bloomberg terminal and Atlas.ti; and
- Working knowlegde of statistical packages for data analysis, such SPSS, Stata and Eviews.

Recommendations

A professional accounting designation (such as CA(SA) or CIMA/CGMA) is recommended, but not required.

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 tax free award (limited to R50 000) based on the number and quality of published research outputs in accredited journals and demonstrable contributions made to research in the SOA during the particular year.

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 reseach fellows are therefore not eligible for employee benefits. The successful applicant will report to a senior academic staff member of the SOA.

Interested candidates must submit a CV together with a covering letter that provides a motivation for their application that specifically addresses each of the applicant requirements listed above in as much detail as possible. It should specifically include a publication list, a full academic transcript and proof of all your academic qualifications, and the names and contact details of at least two referees. The University reserves the right to leave the position open if a suitable candidate is not found. Please address inquiries to Dr George Nel: gfn@sun.ac.za or +27218083428. The **closing date** for applications is 15 May 2023.