

## **HARRY OPPENHEIMER OKAVANGO RESEARCH CENTRE**

### **1. VACANCY NO. 12/2008: ASSOCIATE PROFESSOR/SENIOR RESEARCH SCHOLAR AT HOORC (TOURISM STUDIES)**

**Duties:** The successful candidate will i) provide academic leadership conducting and managing research on Tourism in general but focussing on the Okavango and Kgalagadi (Kalahari) region; ii) lead the development of research proposals for international funding; iii) establish a tourism research group at HOORC and foster national and collaborative links. The ideal candidate will conduct and lead research on Tourism to evaluate the potential of tourism for local economic development and conservation. This will provide information and in-depth analyses on how to: i) increase revenues for conservation; ii) minimise negative environmental and social impacts of nature, wildlife and heritage tourism; iii) produce interpretative materials for conservation education; iv) integrate the planning and management of tourism and bio-diversity conservation and v) develop sustainable tourism hospitality. The candidate will provide academic leadership to the Tourism Unit and develop funding for tourism development research in collaboration with other Units of HOORC. The candidate will also be actively engaged in networking and maintain national and international academic links.

#### **Requirements:**

a) **Associate Professor:** A PhD or equivalent qualification in an appropriate basic or applied social science discipline such as tourism, conservation, human geography, anthropology, sociology, marketing, recreation or hospitality is needed with ten years experience, three years of which must have been at Senior Research Scholar/Senior Lecturer position. Proven record of research excellence and publications in cross-cutting tourism topics (e.g. tourism economics, tourism product conservation, tourism marketing, socio-cultural impacts of tourism, cultural and heritage tourism, event management etc) is very crucial for this position. Past record should indicate successful experience in proposal writing leading to the acquisition of significant research projects. An ability to relate to researchers from diverse tourism related backgrounds as well as a willingness to collaborate within an interdisciplinary team is essential. The ability to teach and mentor graduate students and junior staff is also important.

b) **Senior Research Scholar:** A PhD or equivalent qualification in an appropriate basic or applied social science discipline such as tourism, conservation, human geography, anthropology, sociology, marketing, recreation or hospitality is needed with three years experience. Proven record of research excellence and publications in tourism topics (e.g. tourism economics, tourism product conservation, tourism marketing, socio-cultural impacts of tourism, cultural and heritage tourism, event management etc) is very crucial for this position. The position also requires the ability to prepare proposals, engage in collaborative research, and work within multi disciplinary and cross-cultural teams. The ability to teach and mentor graduate students is also important.

### **2. VACANCY NO. 13/2008: ASSOCIATE PROFESSOR/SENIOR RESEARCH SCHOLAR AT HOORC (RURAL DEVELOPMENT)**

**Duties:** The successful candidate will undertake research on the dynamics of rural poverty and sustainable rural livelihoods in the Okavango Delta Ramsar Site and the Kgalagadi (Kalahari) region. Research questions may be derived, *inter alia*, from the following themes: livelihood resources and strategies, role of institutions and organisations in poverty alleviation and food security, resource use conflicts, environmental sustainability, rural development policy, and impacts of economic policy, prices, population, and migration on livelihood security. The work will emphasise the sustainable livelihood framework as a tool of analysis

of the causes of rural poverty and intervention strategies. The candidate will also be expected to develop funding for rural development centred research in collaboration with other Units of HOORC. The candidate will also be actively engaged in networking and will maintain national and international academic links.

**Requirements:**

**a) Associate Professor:** Candidates should have the following qualifications and experience: (i) A PhD or equivalent qualification in Sociology, Anthropology, Economics, or Human Geography; with at least three years experience at the rank of Senior Research Scholar level or equivalent post at a university or a comparable institution (ii) evidence of academic leadership (iii) cumulative and sustained record of research and publications and (iv) evidence of attraction of research grants from outside organisations (v) ability to lead collaborative research including multi disciplinary and cross-cultural teamwork, and (vi) evidence of mentorship of junior scholars.

**b) Senior Research Scholar:** Candidates should have the following qualifications and experience: (i) A PhD or equivalent qualification in Sociology, Anthropology, Economics, or Human Geography; with at least one year experience at the rank of Research Scholar level or equivalent post at a university or a comparable institution; and (ii) a good and sustained record of research and publications. Evidence of academic leadership will be an added advantage.

**3. VACANCY NO. 14/2008: RESEARCH SCHOLAR AT HOORC (FLUVIAL SEDIMENTOLOGY)**

**Duties:** The successful candidate will be expected to (i) initiate, establish and develop research programmes leading to improved understanding of current sediment distribution patterns, bedform changes in relation to flow conditions in addition to issues of chemical sedimentation and island formation with respect to the late Quaternary history of the Okavango Delta. Specific research activities should be directed towards: sediment distribution in relation to the long term and short term hydro-, geo- and ecological variability of the Delta, reconstruction of paleoclimatic conditions, geo-morphological dynamics of the Okavango Delta system, time scales at which sedimentary evolution of the system occurs and the ramifications of perturbations throughout the systems (ii) develop and establish long term monitoring programmes in sedimentology (iii) contribute to the research environment of the centre by preparing project proposals for funding (iv) work in a team and be able to interact and join current research programmes at the centre (v) disseminate scholarly research findings via high-quality peer reviewed journals and other outlets, including national and international scientific meetings (vi) teach and supervise undergraduate and graduate students.

**Requirements:** (i) A PhD in Physical Geography, Geology, Earth Science or related field with a specialisation in fluvial sedimentology, geo-morphology or chemical sedimentology (ii) the desire to engage in collaborative research and the ability to work within multidisciplinary and cross-cultural themes (iii) previous publications and relevant experience will be an added advantage

**4. VACANCY NO. 15/2008: SENIOR RESEARCH SCHOLAR/ASSOCIATE PROFESSOR AT HOORC (INTERNATIONAL ENVIRONMENTAL POLICY)**

**Duties:** The successful candidate will conduct research on national and trans-boundary socio-economic, institutional and political processes within the arena of environmental management. He/she will also undertake research into socio-political, economic and environmental issues surrounding national and international policies, conventions, agreements and protocols on natural resources management. Research questions might include, inter alia, international water and benefit sharing, trans-boundary animal movements, trans-boundary parks, biodiversity and desertification. The successful candidate will also be expected provide leadership and/or mentorship to junior staff in the Governance Research Unit at the Centre.

**Qualifications:**

**a) Associate Professor:** A PhD or equivalent qualification in Environmental Science, Human Geography, Development Studies, Political Science, Environmental Law or related academic fields with at least ten years post-qualification experience of which three years must have been at Senior Lecturer/Senior Research Scholar position. Candidates should show evidence of work in the academic area of environmental policy and governance processes through their publications record and have demonstrable academic leadership skills.

**b) Senior Research Scholar:** A PhD in Environmental Science, Human Geography, Development Studies, Political Science, Environmental or related fields with at least five years post qualification experience. Candidates should show evidence of work in the academic area of environmental policy and governance processes through documented research and publications. Evidence of academic leadership will be an added advantage

**5. VACANCY NO. 16/2008: RESEARCH SCHOLAR AT HOORC  
(NATURAL RESOURCE ECOCOMICS)**

**Duties:** The successful candidate will undertake research on environmental and natural resource economics to promote wise natural resources management by enhancing knowledge and understanding of human activity in relation to natural resource use and sustainable livelihoods in southern Africa with particular emphasis on the Okavango Delta and the Kalahari regions. The research areas will include natural resource accounting, valuation of services and cost benefit analysis of natural resource activities or policies.

**Requirements:** A PhD degree in Economics with specialization in environmental and natural resource economics or equivalent. The successful candidate must have strong quantitative skills in econometric analysis. The incumbent should have the ability to engage in collaborative research and work within a multidisciplinary academic environment. The incumbent should also show evidence of engagement in research and publication. Candidates with skills in modeling economic and environmental dynamics will have an added advantage.

**6. VACANCY NO. 17/2008: SENIOR RESEARCH FELLOW/ASSOCIATE  
PROFESSOR AT HOORC (GEO-HYDROLOGY)**

**Duties:** The successful candidate will be expected to (i) undertake research on groundwater related processes in the context of water resource management and ecosystem assessment in but not limited to the Kalahari, (ii) raise research funds from funding agencies within and outside the country, (iii) develop and foster internal and external research partnerships (iv) teach undergraduate and graduate students (vii) provide academic leadership through enhancement of teaching and community service.

**Requirements**

**Associate Professor:** candidates should: (i) have a PhD in hydrology, earth sciences or other relevant field, broad background in geophysics, remote sensing geochemistry, geology with good understanding of research processes in arid and semi-arid environments or have at least three (3) years experience at Senior Research Scholar level at a University or comparable institution (ii) have a cumulative and sustained record of research and publication (iii) evidence of academic leadership.

**Senior Research Scholar:** candidates must have (i) a PhD in hydrology, earth sciences or other relevant field, (ii) a good and sustained record of research, (iii) a minimum of one (i) year's experience at a Research Scholar level at a University of comparable institution, (iii) a sustained record of research and publication, (iv) evidence of academic leadership will be an added advantage

## **7. VACANCY NO. 18/2008: ASSOCIATE RESEARCH SCHOLAR/RESEARCH SCHOLAR AT HOORC (TOURISM ECONOMICS)**

**Duties:** The successful candidate will be expected to conduct research that provides up to date information on the micro and macro economic contribution of tourism to Botswana's economy. He/she is also expected to undertake research in the economic evaluation of tourism destinations and products, hotel management structures and quality control, and consider overall sustainability & environment issues. The research should provide for a better understanding of the rapidly growing tourism market in Botswana and outcomes need to be made available to academic researchers, policy makers, private investors and the broader community. These stakeholders recognise qualified information and data as an important competitive advantage in the marketplace. Research areas therefore need to include, but are not limited to the following: i) micro and macro contributions of tourism development to the economy, ii) Tourism and the Environment: An evaluation iii) Tourism demand and forecasting (e.g. micro-foundations of tourist choice, tourism demand forecasting etc) iv) Tourism supply (e.g. pricing issues within tourism enterprises and markets, pricing principles for natural and cultural attractions) vi) Tourism transport (e.g. airline alliances and tourism, aviation and tourism,) vii) Tourism taxation and infrastructure (e.g. taxation of travel and tourism, public sector investment in tourism infrastructure).

### **Requirements:**

**Associate Research Scholar:** Candidates should have a Masters degree in Tourism Economics, Business or Tourism Management. The position also requires someone with a strong economics background and has the ability to engage in collaborative research on micro and macro issues related to tourism development, and work within multi disciplinary and cross-cultural teams. A citizen of Botswana is most preferably for this position.

**Research Scholar:** Candidates should have a PhD in Tourism Economics, Business or Tourism Management. The candidate should have a strong economics background and has the ability to apply his knowledge to micro/macroeconomic issues related on tourism development. In addition, the candidate should have the ability to collaborate with other research scholars and work within multi disciplinary and cross-cultural environment.

**Remuneration:** The University offers a competitive salary and benefits commensurate with experience and qualifications.

**How to Apply:** Letters of applications are to address the stated qualifications and provide any other information to assist the University to determine your suitability for the position. You should quote the vacancy number of the post applied for, provide current C.Vs (including telephone, telex and telefax numbers and e-mail), certified true copies of educational certificates, transcripts and names and addresses of three referees. Send your application to: **Centre Administrator, Harry Oppenheimer Okavango Research Centre, Private Bag 285, Maun, Tel 6817200; Fax 6861835 e-mail: dsenabye@orc.ub.bw. Hand delivered applications should be submitted to office No.018, Block 223**

