



STREAM LEADER: INSTITUTIONAL CULTURE AND COMMUNICATION

Office for Inclusivity & Change Office of the Vice Chancellor

The Office of the Deputy Vice Chancellor: Transformation is seeking to appoint a **Stream Leader: Institutional Culture and Communication in the Office for Inclusivity and Change**. The Office for Inclusivity & Change responds to UCT's strategic goals by using implementation research to inform the unit's programmatic responses. The overarching objective of the new unit is to facilitate an enabling environment for UCT stakeholders that promotes and supports measures of redress and the active inclusion of diversities, cultures and identities. The main purpose of this position is to embed cultural change processes across the institution and work with faculties and departments to support the UCT transformation and decolonization response. In addition, the position focuses on institutional cultural change in the staff and student communities and related processes to facilitate change.

This position includes, but is not limited to:

- leading institutional cultural change processes including dialogues and surveys and working with the relevant stakeholders of the University of Cape Town;
- contributing towards the strategic conceptualization of cultural interventions for the university;
- fundraising for cultural activities undertaken by the university;
- ensuring the alignment with relevant university strategic objectives;
- monitoring that the related indicators are achieved, and
- supporting the design, development, delivery and management of communications related to cultural change.

Minimum Requirements:

- A relevant NQF7 qualification, preferably in organisational psychology or a related discipline;
- 3 or more years' experience in organisational culture change design, metrics and processes;
- Survey design and implementation
- Excellent presentation and communication skills
- The incumbent will be required to have a multi-cultural worldview and engage with a diversity of perspectives.

Advantageous:

- Experience in community engagement and development of related processes.

The annual cost of employment for 2018, including benefits is between R443 134 and R521 333.

To apply, please e-mail the below documents in a **single pdf file** to Ms Tracy Moore at recruitment04@uct.ac.za

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>)
- A comprehensive cover letter which responds to each of the minimum requirements, and
- Curriculum Vitae (CV)

Please ensure the title and reference number are indicated in the subject line.

An application which does not comply with the above requirements will be regarded as incomplete. Only shortlisted candidates will be contacted and may be required to undergo a competency test.

Telephone: 021 650 5405

Website: www.uct.ac.za

Reference number: E18273

Closing date: 17 July 2018

UCT is committed to the pursuit of excellence, diversity and redress in achieving its equity targets. Our Employment Equity Policy is available at <http://www.uct.ac.za/downloads/uct.ac.za/about/policies/eeepolicy.pdf>. For this post we seek particularly to attract black South African and/or black South African candidates with disabilities.

UCT reserves the right not to appoint.