



## **POSITION: FALF-WBS-WDB RESEARCH CHAIR IN GENDER EQUALITY**

Location: Wits Business School, Johannesburg, South Africa

Contract Duration: Five Years – Fixed-Term Contract

The Female Academic Leaders Fellowship (FALF) NPC is a non-profit company that seeks to develop a pipeline of women academic leaders, using an intersectional lens to ensure no demographic group is left behind. Based on the Ministerial Task Team Report (2020), the social groups that lack representation in academic leadership and senior research are African and Coloured South African women (a Designated Group), as defined by the Broad-based Black Economic Empowerment Act 53 of 2003, as may be amended from time-to-time B-BBEE Act. FALF was founded by the Wits University Chancellor, Dr. Judy Dlamini in 2020 to develop knowledge producers, academic leaders at all levels, research chair holders and directors of centres of excellence from the designated group. FALF offers grants and wraparound support to successful fellows including workshops on leadership, mentorship, academic citizenship, grant funding application, research excellence, amongst others, made possible by the generous donors who are aligned with FALF's vision.

FALF has mobilised funding for the Research Chair through the support of the Women's Development Business Trust (WDB). WDB is a leading development finance institution dedicated to advancing women's economic participation, leadership, and financial inclusion in South Africa. Its support for the Research Chair aligns with its mandate to invest in initiatives that promote gender equality, inclusive economic growth, and long-term socio-economic transformation, in accordance with its developmental objectives.

The Research Chair will be hosted at the Wits Business School (WBS) a leading African business school with a strong commitment to academic excellence, ethical leadership, and societal impact. As part of the University of the Witwatersrand, WBS is internationally recognised for rigorous research, high-quality postgraduate education, and thought leadership in areas such as leadership and governance, entrepreneurship, public and development finance, inequality, sustainability, and social justice. WBS is a member of AACSB, and EQUIS, AMBA and AABS accredited. The WBS provides a dynamic, interdisciplinary environment that bridges scholarship, policy, and practice, fostering research that addresses complex socio-economic challenges in South Africa, the continent, and globally. FALF and the University of the Witwatersrand have entered into an agreement for the WBS to administer and host the Research Chair in Gender Equality.

Therefore, the FALF, in collaboration with the Women's Development Business Trust (WDB) and the WBS, invites applications for the prestigious **FALF-WBS-WDB Research Chair in Gender Equality position**.

## **Background and Purpose**

Research Chairs are strategic instruments for strengthening South Africa's research and innovation system by:

- Enhancing research leadership and excellence.
- Building sustainable research capacity.
- Training high-level postgraduate students; and
- Generating knowledge that contributes to socio-economic development.

Despite a strong legislative framework, gender inequality remains pervasive in South Africa, particularly for Black women. The FALF-WBS-WDB Research Chair in Gender Equality addresses this challenge through high-quality, solution-oriented, and policy-relevant research that advances gender equality across sectors through an intersectional approach.

The Research Chair Holder will, therefore, provide intellectual, strategic, and academic leadership to advance high-impact, policy-relevant research on **Gender Equality** with a particular emphasis on business, development, development management and management using an intersectional and transformative lens. The role is designed to strengthen South Africa's research ecosystem by developing a sustainable pipeline of Black women knowledge producers and academic leaders, producing world-class research outputs, and translating research findings into meaningful societal, policy, and developmental impact.

## **Objectives of the Research Chair**

- **Increase the number of world-class Black female researchers in business, development, development management and management studies:** The Research Chair will contribute to diversifying South Africa's research landscape by mentoring and developing female academic leaders from the Designated Group in Gender Equality scholarship
- **Lead strategic and relevant research on gender equality in business, development and development management:** Promote research excellence in Gender Equality that responds to sustainable development Goals and aligns with national and international priorities.
- **Create research career pathways in business and development management education:** Develop academic opportunities for highly-skilled early and mid-career Black female researchers at the Wits Business School, addressing the imbalances in racial, gender, and age representation.
- **Increase the number of Black female Master's and Doctoral graduates in business, development and development management**

**disciplines:** Support the academic progression of Black women through mentorship, research supervision, and structured career development programs.

- **Leverage the partnership with the Women’s Development Business Trust (WDB Trust) to advance Mission-Driven Data & Insights, and practice-informed, socially responsive research:** Harness available knowledge, evidence, and data generated through innovative and experimental development initiatives to inform high-impact gender equality research, while ensuring that research contributions meaningfully enrich and strengthen ongoing programmes and contributions towards a more humane and transformed society.

### **Key Responsibilities:**

The FALF Research Chair in Gender Equality has a broad, multidisciplinary and solution-oriented scope. The successful candidate will be expected to:

- Establish and lead a flagship research programme that advances theoretical, empirical and applied scholarship on gender equality, with relevance to South Africa, the African continent, and comparable global contexts.
- Interrogate structural and systemic drivers of gender inequality, including (but not limited to) leadership and decision-making, economic participation, education and skills development, labour markets, public policy, budgeting and governance, care economies, and gender-based violence.
- Apply an intersectional analytical framework, recognising the interconnected effects of gender, race, nationality, class, disability and other social attributes on lived experience and outcomes.
- Design and implement research capacity-building initiatives that increase the number of world-class Black female researchers in South Africa.
- Mentor and supervise postgraduate students at WBS, including Master's, PhD candidates, and postdoctoral fellows, focusing on producing high-quality Black female graduates.
- Develop pathways for young and mid-career Black female researchers, effectively addressing historical racial, gender, and age imbalances in the academic sector.
- Secure and manage external research funding grants to advance the objectives of the Chair.
- Generate high-quality, internationally competitive research publications, including peer-reviewed journal articles, scholarly books or chapters, and other accredited research contributions, consistent with Research Chair norms.
- Translate research findings into policy-relevant and practice-oriented knowledge, such as policy briefs, technical reports, frameworks, and tools that inform public policy, institutional reform, and programme design.

- Contribute to evidence-based interventions, including engagement with gender-responsive policy making, public financial management, and gender budgeting where appropriate.
- Position the Chair as a national and international hub of excellence, strengthening South Africa's visibility and leadership in gender equality research.
- Build and sustain strategic partnerships and networks with universities, research councils, government departments, civil society organisations, multilateral agencies, and international research collaborators to enhance South Africa's research competitiveness.
- Leverage the Chair to attract additional external funding from national and international sources to expand research activities and human capital development.
- Contribute to institutional research leadership by supporting the research strategy, postgraduate development, and knowledge exchange within the host university.

### **Requirements:**

- A South African Black woman from Designated Group (African or Coloured).
- African and Coloured South African women academics in the diaspora are eligible, subject to full-time residence in South Africa for the duration of the Chair.
- Hold a PhD in a discipline relevant to gender equality, development, development management and/or business management or related field.
- Appointable at the level of Associate Professor or Professor at the time of application.
- Proven record of research excellence, with a strong national and international publication record in Gender Equality scholarship or related area.
- A proven track record of successful postgraduate (Masters and Doctoral) supervision.
- Demonstrated ability to conceptualise and lead large-scale research projects.
- Demonstrated ability to attract funding for and manage large-scale research initiatives and projects.
- A strong and demonstrable commitment to academic transformation, socio-economic transformation, equity, and intersectional scholarship.

Interested candidates should:

- Submit their applications via <https://www.wits.ac.za/vacancies> **and** to [ceo@falafrafrica.org](mailto:ceo@falafrafrica.org). Please send a detailed Curriculum Vitae and motivation outlining your vision, strategic direction for the position, as well as your experience that aligns with this research chair position. The applications should include the names and contact details of at least three referees.

- Only shortlisted candidates will be contacted, and the Selection Committee reserves the right not to make an appointment.

**Enquiries:**

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For Wits Business School: e-mail: [logan.rangasamy@wits.ac.za](mailto:logan.rangasamy@wits.ac.za)

**CLOSING DATE: 20 February 2026 (COB)**