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**JOB ADVERT:**

Applications are invited from suitably qualified candidates for the following position.

**PERMANENT POST:** Research Officer

**SALARY PER ANNUM:** R 424 104.00 (excluding benefits)

**REFERENCE:** CRL/2024/3

**CENTRE:** Head Office, Braamfontein, Johannesburg

**PURPOSE:** To provide support in undertaking research and evaluation activities that provide CRL Rights Commission with evidence required for the formulation, implementation, and evaluation of policies.

**MINIMUM REQUIREMENTS:** An appropriate Bachelors Degree in Social Science/Humanities or an equivalent (NQF7) qualification. A post graduate Degree will be an added advantage A minimum of 4 years' working experience in the Research and Policy Development or in a similar field. A minimum of 2 years' experience in conducting research on issues related to Cultural, Religious and Linguistic Rights. A minimum of 2 or more years' experience working in a Chapter 9 Institution will be an added advantage. Sound knowledge and understanding of the diverse cultural, religious and linguistic practices and related policy framework. Experience in drafting research reports is desirable. **Applicants are encouraged to bring at least two approved research work written by him or her at the interviews.** Willingness to travel. A Valid driver's licence is a pre-requisite. (Applicants should be able to drive in big cities and rural areas).

**COMPETENCIES AND ATTRIBUTES REQUIRED:** Excellent report writing skills, Computer Literacy including typing skills. Excellent facilitations skills. Ability to speak at least two or more indigenous languages will be an added advantage. Good interpersonal skill. Ability to work under pressure and independently. Research skills and knowledge of various research techniques. Excellent networking skills. Self-driven, enthusiastic and ability to priorities. Research and analytical skills, including ability to identify and participate in the resolution of CRL rights issues. Ability to identify sources for data collection, research and analyse information and draft reports. Ability to evaluate and integrate information from a variety of sources and assess impact on the CRL rights situation.

**KEY RESPONSIBILITIES AND FUNCTIONS:** Implement and conduct research on identified research projects in the CRL Rights Commission. Implement strategies for the promotion and protection of Cultural, Religious and Linguistic rights of communities. Provide support to the Research & Policy Development Unit and maintain active directory of CRL stakeholders.

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**CLOSING DATE:** 3 MAY 2024

**ENQUIRIES:** Human Resources

**TEL:** 011 358 9112/9108

Forward a written application, including a comprehensive CV, recently certified copies of your ID and qualifications and a driver's licence where applicable via email to [recruitment@crlcommission.org.za](mailto:recruitment@crlcommission.org.za), or hand delivered to The CRL Rights Commission Offices, 33 Hoofd Street, Forum IV, Braampark, Braamfontein. Applicants in possession of foreign qualifications must include the evaluation certificate from South African Qualification Authority (SAQA). Please note that failure to comply with the above instructions will render the application unsuccessful. The Commission reserves the right not to fill this position.