

Part A: Background to the UKZN Developing Research Innovation, Localization and Leadership in South Africa (DRILL)

PART A

1. **Preamble**

Applications are invited from eligible South African or permanent resident health professionals for admission into a four year multidisciplinary international research training programme for early career academics and health professional staff members that is funded by the United States National Institutes of Health (NIH), D43 award. The goal is to develop world-class scientists able to lead high-impact research to find solutions to problems afflicting communities in the resource-constrained settings of South Africa. The training programme will focus on issues relevant to the region. Attention will be given to redressing regional inequities and disparities while leveraging existing resources. Effort will be made to shift the culture of research from the tertiary to Primary Health Care (PHC) level. We seek to be locally relevant, globally competitive and scientifically robust to impact both the trainees (also known as DRILL Fellows) and training institutions.

The research training scholarships will be awarded to health professionals for research to be conducted in the fields of HIV/AIDS including HIV-associated co-infections, Mental Health, Health Professions’ Education, Health Research Ethics and Health Systems Strengthening in South Africa. Training will be offered - for a period up to four years - to obtain a PhD or a post-doctoral degree or exposure to a post-doctoral research training programme.

Each of these scientific areas will be led by one of the DRILL Principal Investigators:

* Mental Health: **Professor Jonathan Burns**, Head of Department of Psychiatry at UKZN and Head of Psychiatric Services in KZN
* HIV/AIDS: **Dr Mosa Moshabela**, Head of Rural Health, UKZN and Wellcome Trust Fellow
* Health Professions’ Education: **Professor Petra Brysiewicz**, Professor in the Discipline of Nursing, School of Nursing and Public Health
* Health Systems Strengthening: **Professor Fatima Suleman**, Associate Professor in Discipline of Pharmaceutical Sciences
* Research Ethics: **Professor Douglas Wassenaar**, Professor of Psychology, College of Humanities, director of SARETI, UKZN.

The closing date for applications is ***15 July 2016***, and announcement of successful applicants will be made by***31 August 2016***.

Completed application forms must be submitted to: ***Ms Aruna Sevakram (***[***sevakrama@ukzn.ac.za***](mailto:sevakrama@ukzn.ac.za)***)***

***Enquiries:*** [**sevakrama@ukzn.ac.za**](mailto:sevakrama@ukzn.ac.za)**, 031 2604781**

***Please note:* Incomplete applications will not be considered.**

# Background

The NIH grant (No: 1D43TW010131) focusing on Developing Research Innovation, Localization and Leadership in South Africa was awarded to the University of KwaZulu-Natal (UKZN) in 2015 to support a multidisciplinary research training and induction programme for early career academics and health professional staff members, under the scientific areas of Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome (HIV/AIDS), Mental Health, Health Professions’ Education, Health Research Ethics and Health Systems Research.

We propose a novel research training programme for early career academics and health professional staff members, founded on the joint mission of the University and Department of Health. The objective is to establish a new generation of staff members suited to deliver, support and ultimately lead a reformed health worker whose training and development programme outside of the metropolitan areas, in remote, rural and underserved parts of the KZN Province. The programme is designed to provide support for promotion and performance management of candidates in UKZN and the DOH.

The core tenets of the research training programme are mentorship and support using mentors and supervisors, research skills and values, research leadership and inclusion in an accelerated academic leadership track, building communities of practice to cultivate DRILL Fellow-led knowledge hubs and responsiveness to health priorities underpinned by the philosophy of social accountability, research integrity and excellence in KwaZulu-Natal (KZN) and South Africa.

The intention of this scheme is to contribute to staff development and succession planning programmes in academia and other governmental and non-governmental organizations that are involved in knowledge production.

# Eligibility

* South African citizenship/permanent resident.
* Applicants must fit the definition of early career academics and health professional staff members at UKZN and the KZN Department of Health: -***entry to mid-level teaching and/or research careers in the academic institution of UKZN including but not limited to Lecturers, Senior Lecturers and Associate Professors, and health professionals working within the KwaZulu-Natal Department of Health.***
* Appointments within the University of KwaZulu-Natal, Centre for the AIDS Programme of Research in South Africa (CAPRISA), KwaZulu-Natal Research Institute for Tuberculosis and HIV (K-RITH) or the KwaZulu-Natal Department of Health.
* Applicants must wish to pursue research as part of their professional careers and must have already demonstrated some commitment to research as part of their career development.
* Applicants must be commencing or completing a PhD or have recently completed a PhD within the last 2 years and wish to pursue or complete a post-doctoral fellowship
* Health professionals who are eligible to register with one of the statutory health councils may apply, including but not limited to those in the fields of Audiology and Speech Language Therapy, Clinical Psychology, Dentistry, Dietetics, Medical Science, Medicine, Nursing, Pharmacy, Physiotherapy, Occupational Therapy, and Optometry.
* The upper age limit for the applicant is ***55 years.***

# Objectives of the DRILL Fellowship Training Programme

1. To produce 20 high quality scientists skilled to lead socially valuable, locally relevant and culturally sensitive research programs designed around the health challenges facing South Africa and KwaZulu-Natal in particular
2. To capacitate, train and produce by the end of 5 years, twenty world class scientists in health including early career academics of UKZN and Health professional staff members of KwaZulu-Natal Department of Health (KZN DOH) in the fields of HIV/AIDS, Mental Health, Health Professions Education and Health Systems Strengthening
3. To build the eligibility and increase the likelihood of retention of the 20 trained scientists at UKZN and KZN DOH resulting in a pool of highly skilled researchers who will be on an accelerated development track for academic leadership
4. To develop skills of mentorship and supervision in the 20 DRILL Fellows to inspire, train and support other academics in research development and building communities of practice.

# Expected Outcomes of the DRILL Fellowship

1. Submit for or achieve South African National Research Foundation (NRF) rating
2. Independent researchers eligible to be Principal Investigators on National and International grants
3. Annual portfolio of evidence of skills, competencies and experience acquired
4. Should be proficient in the following skills: Academic writing, grant writing, mentorship, research supervision and translation of research findings into policy and practice
5. Eligible for Academic promotion

# Expected Deliverables of the DRILL Fellowship

1. Research publications annually from year 2 of the fellowship
2. Successful supervision of Masters and PhD students
3. Acquisition of a national grant by the end of the fellowship

# Number of awards

Twenty (20) early career academic and health professional staff members will be selected to join the DRILL training programme: ten (10) in year 1 and ten (10) in year 2. Successful candidates will be known as DRILL Fellows.

# Duration of award

The DRILL Fellowship will be for a period of ***four years***. Some variation in the duration may be allowed with prior approval of the PIs, the DRILL Advisory Committee and the funder, the National Institutes of Health (NIH).

# Scholarship Description:

DRILL Fellows will undergo an intensive programme of training, supervision and mentoring. An amount of ***R180 000 (one hundred and eighty thousand rands only)*** will be given to each DRILL Fellow on an annual basis for a period of ***4 (four) years*** released into a university research cost centre under the research supervisor. This scholarship will be in addition to their annual salary. The total support that will be provided to each DRILL Fellow is in the region of R 1,26 million over 5 years.

Allowable items include but not limited to:

1. Teaching relief
2. Support Costs
3. Research Costs - costs towards interlibrary loans, printing, stationery, travel to sites or visit to stakeholders, payment of research assistants
4. Seed funding
5. Approved Academic travel that complies with UKZN Policy

# Conditions

* DRILL Fellows will be required to enter into a legal agreement with DRILL and UKZN to complete their training and research within the specified time.
* DRILL Fellows may not receive, concurrently with this scholarship, other non-binding and binding remuneration/fellowships and grants without prior approval from DRILL PIs and UKZN.
* DRILL Fellows who hold pre-existing grants or fellowships, prior to being accepted into the DRILL training programme, should declare these in the agreement on acceptance as a DRILL Fellow.
* DRILL Fellows may not, without obtaining the DRILL PIs prior approval, register at a university other than that through which the application has been submitted.
* Once the award has been made, the DRILL Fellow may not change scientific focus area without approval of the supervisor(s) and the DRILL PIs.
* It is compulsory for successful applicants to attend workshops throughout the duration of the training programme including but not limited to: scientific writing and proposal development, critical appraisal and literature review, research methodology, developing grantsmanship, writing for publication, dissemination of research. Time to attend these workshops needs to be agreed to at the time of application as a DRILL Fellow between the applicant and the line manager and/or employer.
* It is compulsory for the DRILL Fellow to attend career trajectory meetings with supervisors, mentors and PIs.
* DRILL Fellows will be required to submit an annual research and teaching portfolio. This can include clinical teaching and/or service as well as research supervision and mentorship.
* DRILL Fellows and their supervisors will be expected to submit 6-monthly progress reports.
* The renewal of funding will be considered on an annual basis subject to satisfactory progress being made and an expenditure statement being supplied.

# Selection

The selection for entrance to the DRILL training programme is competitive and will be subject to the approval of the DRILL Advisory Committee (AC) which comprises internationally accredited scientists and experts in the 4 scientific research areas.

Applications will be assessed on the quality of the concept note/research proposal submitted by the applicant, applicant’s academic merit and available number of Fellowships.