

PART A

CALL FOR ADDITIONAL DRILL FELLOWSHIP APPLICATIONS

This is a special call to invite suitable applicants for a special additional DRILL fellowship. Kindly note that although funded, due to time and financial constraints, these fellowships are of a more limited nature than those already awarded to current Fellows in this programme.

Background to the UKZN Developing Research Innovation, Localisation and Leadership in South Africa (DRILL)

Preamble

US National Institutes of Health (NIH) grant (No: 1D43TW010131), Developing Research Innovation, Localisation and Leadership (DRILL) was awarded to the University of KwaZulu-Natal (UKZN) in 2015 to support a 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.

The goal of DRILL is 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.

The training programme focuses on issues relevant to KZN. Attention is given to redressing regional inequities and disparities while leveraging existing resources. Efforts are being 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 DRILL Fellows and training institutions.

Selected further DRILL research training scholarships are available to health-related academics and 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 of at least one year* – towards obtaining a PhD or exposure to a post-doctoral research training programme.

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

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Communicating Principal Investigator: Prof. Petra Brysiewicz
DRILL Co-Principal Investigators: Prof. Jonathan Burns | Prof. Douglas R. Wassenaar | Prof. Fatima Suleman | Dr Mosa Moshabela

The DRILL programme is supported by the Fogarty International Center (FIC), NIH Common Fund, Office of Strategic Coordination, Office of the Director (OD/OSC/CF/NIH), Office of AIDS Research, Office of the Director (OAR/NIH), National Institute of Mental Health (NIMH/NIH) of the National Institutes of Health under Award Number D43TW010131.

1. Health Professions' Education: **Professor Petra Brysiewicz**, Professor in the Discipline of Nursing, School of Nursing and Public Health and DRILL Communicating PI.
2. HIV/AIDS: **Professor Mosa Moshabela**, Dean and Head of School of Nursing and Public Health.
3. Health Systems Strengthening: **Professor Fatima Suleman**, Professor in Discipline of Pharmaceutical Sciences and Prince Claus Chair of Development and Equity for the theme Affordable (Bio)Therapeutics for Public Health), Utrecht University, The Netherlands.
4. Mental Health: **Dr Suvira Ramlall**, Clinical head of Psychiatry at King Dinuzulu Hospital and Academic Leader for Registrar Training in the CHS, Durban.
5. Research Ethics: **Professor Douglas Wassenaar**, Professor, College of Humanities, Director of SARETI, UKZN.

The closing date for applications is **19th April 2019 (16h00)**, and shortlisted applicants will be notified by **10th May 2019**.

Completed application forms must be submitted to: **Dr Nisha Nadesan-Reddy** (Nadesanreddy@ukzn.ac.za)

Please note: Incomplete and late applications will not be considered.

Background

The NIH grant (No: 1D43TW010131) focusing on Developing Research Innovation, Localisation 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.

The objectives of DRILL are:

1. To capacitate, train and produce by the end of the grant, world-class scientists in health in the fields of HIV/AIDS, Mental Health, Health Professions Education and Health Systems Strengthening.
2. To build the eligibility and increase the likelihood of retention of the trained scientists at UKZN resulting in a pool of highly skilled researchers who will be on an accelerated development track for academic leadership.
3. To develop skills of mentorship and supervision in the DRILL Fellows to inspire, train and support other academics in research development and building communities of practice.

The principles underpinning the DRILL training programme:

1. Mentorship and support using a triad of DRILL Fellows, supervisors and mentors
2. Development of research knowledge, skills and values
3. Research leadership development, attainment of a National Research Foundation (NRF) rating and inclusion in the accelerated research career development track
4. Building communities of practice to cultivate DRILL Fellow-led knowledge hubs
5. Responsiveness to health priorities underpinned by the philosophy of social accountability, research integrity and excellence

The intention of the DRILL training programme 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:-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.
- Applicants must wish to pursue research as part of their professional careers and must have already demonstrated commitment to research as part of their career development.
- Applicants must have commenced a PhD and be in the phase of data collection/analyses, or be registered for 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 45 years.
- Applicants must be willing to commit a minimum of one day per week for their training for the duration of the DRILL fellowship and allocate another day per week exclusively to research within their working environment.
- Evidence of co-funding must be demonstrated by the applicant for the research being undertaken.

Expected Outcomes of the DRILL Fellowship

1. Submission of a DRILL Fellowship portfolio providing evidence of skills, competencies and experience acquired.
2. Proficient in the following skills: Academic writing, grant writing, mentorship, research supervision and translation of research findings into policy and practice.
3. Eligible for Academic promotion within UKZN.
4. Submit for and achieve South African National Research Foundation (NRF) rating by the end of the training programme.
5. Independent researchers eligible to be Principal Investigators on National and International grants.

Expected Deliverables of the DRILL Fellowship

1. Research publications annually
2. Successful supervision of Masters and PhD students
3. Acquisition of a national grant by the end of the fellowship
4. Submission for NRF rating or academic promotion by the end of the year

Number of awards

This call for is for 5 (five) early career academics who will be selected to join the DRILL training programme.

Successful candidates will be known as DRILL Fellows.

Duration of award

The DRILL Fellowship will be for a minimum period of ***one year with a possible extension pending approval from the NIH***. 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).

*****Please note that the award is conditional upon funds being made available by the NIH. The fellowship shall terminate with immediate effect should the funder (NIH) discontinue the grant to DRILL for any reason, as there would be no other sources of funding available for students.***

DRILL Fellowship Training Programme Description:

The applicant that has been accepted onto the DRILL Fellowship Training Programme must be registered at UZKN in order to complete a postgraduate degree i.e. PhD or will complete a post-doctoral fellowship that will form part of the training programme.

A DRILL scholarship will be awarded to each Fellow to cover specified teaching/clinical relief, and research related expenses for a period from the signing of a DRILL contract until the end of the Fellowship.

The DRILL Fellow must acknowledge and understand that this is a training programme, administered by the University of KwaZulu-Natal, and funded by the National Institutes of Health, Fogarty International Center (NIH/FIC).

There are certain requirements that a fellow must fulfil upon acceptance of the DRILL award which includes the following:

- a. DRILL Fellows will undergo an intensive programme of training, supervision and mentoring. It is expected that 50% of their working hours will be spent on research.

- b. Fellows will be expected to sign a contract with UKZN legal which outlines the deliverables expected at the end of the DRILL Fellowship.
- c. An amount of R90 000 (ninety thousand Rands only) will be given to each DRILL Fellow for a period of one year (pending NIH approval), paid into a university research cost centre under the management of their research supervisor subject to satisfactory performance as evidenced by the submission of their DRILL Portfolio and the submission of financial reports. This scholarship is intended for the research only and is not awarded as a salaried amount.

The funding will be paid to the DRILL Fellow upon fulfilment of the following conditions:

- Signing of the DRILL contract
 - Confirmation of a research supervisor and mentor
 - Submission of a work-plan
1. The DRILL Fellow will be an employee of UKZN for the duration of the fellowship.
 2. Upon completion of the DRILL Training programme, the DRILL Fellow is required to maintain an employed appointment in the SADC region for at least 2 years.
 3. If the DRILL Fellow does not for any reason whatsoever complete the PhD or postdoc fellowship training for which the fellowship was awarded by the Completion Date, or be dismissed/terminated as a UKZN employee, the DRILL Executive Committee reserves the right to terminate the fellowship and/or request a refund.
 4. If the DRILL Fellows relocates to another research institution, the Fellow would need to discuss this with the DRILL Exec who will then review the request and make a decision on the way forward.

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 will ideally, concurrent with this scholarship, have other funding which must be declared.
- 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. Funding from DRILL should be complementary to co-funding for the research project and should be used to supplement the project and not fund the same activities.
- 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.

Selection

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

Shortlisted candidates will be interviewed.

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

The committee's decision is final and no correspondence will be entered into.