

***The University of KwaZulu-Natal is committed to meeting the objectives of Employment Equity to improve representivity within the Institution.***

***Preference will be given to applicants from designated groups in accordance with our Employment Equity Plan.***

**COLLEGE OF LAW AND MANAGEMENT STUDIES**

**POSTDOCTORAL FELLOWSHIP: LEADERSHIP IN DECISION-MAKING FOR PANDEMIC PREPAREDNESS  
TWO-YEAR FIXED TERM CONTRACT, FULL-TIME  
HOWARD COLLEGE CAMPUS  
REFERENCE NO.: CLMS POSTDOC 2025**

The College of Law and Management Studies (CLMS) at the University of KwaZulu-Natal (UKZN), in collaboration with the South African Institute for Pandemic Preparedness and Prevention (SAIP<sup>3</sup>), invites applications for a Postdoctoral Research Fellowship focused on advancing knowledge and practice in Leadership and Decision-Making for Pandemic Preparedness. It will explore: the capabilities and qualities leaders require to navigate times of crisis; the effectiveness and inclusivity of existing national structures; the role of multidisciplinary taskforces and advisory councils; leadership in partnerships and collaborations; broader intersections with management sciences, strategy, and corporate ethics.

The fellowship is tenable for **two years**, with renewal after the first year subject to satisfactory progress. The postdoctoral research fellow will be jointly hosted by Professor Jobo Dubihlela (Graduate School of Business and Leadership) and Professor Donrich Thaldar (School of Law). The postdoctoral fellow will: conduct original research to develop conceptual and practical frameworks for leadership in pandemic preparedness; critically assess existing national leadership and advisory structures; contribute to building a database of expertise for future advisory taskforces and councils; publish in high-impact journals and contribute to policy briefs and reports; and engage actively in SAIP3 interdisciplinary workshops and stakeholder consultations.

**MINIMUM REQUIREMENTS:**

- A PhD obtained within the last five years in a relevant discipline such as leadership studies, management sciences, corporate governance, political science, organisational psychology, ethics, or law.
- Demonstrated interest in leadership and decision-making in contexts of complexity and crisis.
- A track record of research and publication in relevant areas.
- Strong ability to work across disciplines and engage with stakeholders.

**THE CLOSING DATE FOR APPLICATIONS IS FRIDAY, 26 SEPTEMBER 2025.**

**Applicants must submit a cover letter outlining their research interests and suitability for the fellowship, and a Curriculum Vitae which includes a full list of their publications and the contact details of two referees. These must be sent to [ThaldarD@ukzn.ac.za](mailto:ThaldarD@ukzn.ac.za). Please state the advert reference number in your subject line.**

**The stipend will be in line with SAIP3 norms for postdoctoral fellows.**

*Only short-listed candidates will be contacted.*

*The College reserves the right not to make any appointments. The successful applicant/s may not hold dual/concurrent appointments in other Colleges, Schools or Units at UKZN.*

*Kindly note that the University of KwaZulu-Natal ("the University") is required to process any Personal Information (as defined by the Protection of Personal Act, 2013 "POPIA") submitted by candidates when applying for positions at the University. The provision of the Personal Information is a requirement in terms of the University's recruitment and selection process. The retention of any personal information is as a consequence of the University being bound by legislative requirements and/or good governance practices, as well as record keeping for statistical purposes. The University will endeavour to ensure that the appropriate security measures are in place*

*and implemented for both electronic and paper-based formats that are used for processing of the personal information recorded through this recruitment and selection process.*