

The Agricultural Research Council (ARC) is a premier science institution that conducts research with partners, develops human capital and foster innovation in support of the agricultural sector. It provides diagnostic, laboratory, analytical, agricultural engineering services, post-harvest technology development, agrochemical evaluation, consultation and advisory services, food processing technology services as well as various surveys and training interventions. Through its wider network of research institutes and experimental farms, the ARC provides a strong scientific base and a broadly distributed technology transfer capacity to the entire agricultural industry in South Africa.

The ARC-VIMP seeks to appoint a highly skilled, experienced, and dynamic person to the following positions to work in the new project funded by the National Department Of Agriculture, Land Reform and Rural Development at Roodeplaat.

RESEARCHER: PLANT BREEDING OF LEAFY AND/OR FRUIT VEGETABLES THREE YEARS (3) FIXED TERM CONTRACT

Key Performance Areas:

- Initiates and manages research projects by ensuring successful completion of research projects in compliance with set standards, client needs/specifications, within budget and on time.
- Experimental design, timeous execution, data capturing, data analysis and reporting of project deliverables according to scientific standards and in line with overall Corporate Strategy of the ARC.
- Actively sources and secures new research opportunities and capable of securing external funding.
- Provides leadership, supervision, mentoring and training of postgraduate students, research technicians and assistants.
- Human resource management to ensure efficient deployment and utilisation, objective performance assessments.
- Properly compiled and managed budgets in compliance with the prescribed financial procedures and policies of the ARC with correct and timeously executed financial administrative activities/tasks.
- Disseminates technology through peer-reviewed scientific articles, popular publications, manual productions, radio and TV talks, and other marketing events.
- Visible compliance with Human Resource policies and procedures and Occupational Health and Safety policies and procedures.



Requirements:

- PhD in Plant Breeding or related disciplines.
- Or MSc with five years minimum work experience and currently in advance stage of completing PhD in relevant field.
- Experience in classical plant breeding techniques.
- Experience in molecular plant breeding techniques will be an added advantage.
- Experience in leafy and/or fruit vegetable crops will be an added advantage.
- Authored or co-authored a minimum of two peer review publications relevant to the position.
- Evidence of popular article publications will be an added advantage.
- Evidence of performing research independently, achievement of objectives and targets and effective reporting.
- Experience in project management and participation in national projects.
- Postgraduate student mentoring or supervision experience will be an added advantage.
- Experience in personnel management will be an added advantage.
- A valid driver's license.

Enquires: Dr Mariette Truter: (012) 808 8281

**RESEARCHER: PLANT BREEDING OF LEGUMES
(LOSKOP RESEARCH STATION – GROBLERSDAL)
(THREE YEARS (3) FIXED TERM CONTRACT)**

Key Performance Areas:

- Initiates and manages research projects by ensuring successful completion of research projects in compliance with set standards, client needs/specifications, within budget and on time.
- Experimental design, timeous execution, data capturing, data analysis and reporting of project deliverables according to scientific standards and in line with overall Corporate Strategy of the ARC.
- Actively sources and secures new research opportunities and capable of securing external funding.
- Provides leadership, supervision, mentoring and training of postgraduate students, research technicians and assistants.



- Human resource management to ensure efficient deployment and utilisation, objective performance assessments.
- Properly compiled and managed budgets in compliance with the prescribed financial procedures and policies of the ARC with correct and timeously executed financial administrative activities/tasks.
- Disseminates technology through peer-reviewed scientific articles, popular publications, manual productions, radio and TV talks, and other marketing events.
- Visible compliance with Human Resource policies and procedures and Occupational Health and Safety policies and procedures.

Requirements:

- PhD in Plant Breeding/genetics/quantitative genetics or related disciplines.
- Experience in applying quantitative genetics principles to breeding.
- Knowledge and experience using genomics and latest breeding technologies is highly desired.
- Or MSc with five years minimum work experience and currently in advance stage of completing PhD in relevant field.
- Experience in classical plant breeding techniques and genomic analysis.
- Experience in molecular plant breeding techniques will be an added advantage.
- Experience in leafy, seed and/or fruit vegetable crops will be an added advantage.
- Authored or co-authored a minimum of two peer review publications relevant to the position.
- Evidence of popular article publications will be an added advantage.
- Evidence of performing research independently, achievement of objectives and targets and effective reporting.
- Experience in project management and participation in national projects.
- Postgraduate student mentoring or supervision experience will be an added advantage.
- Experience in personnel management will be an added advantage.
- A valid driver's license.

Enquires: Dr Abbe Gerrano: (012) 808 8000




2 X RESEARCHER: AGRONOMY LEGUMINOUS, LEAFY AND FRUIT VEGETABLES (THREE YEARS (3) FIXED TERM CONTRACT)

Key Performance Areas:

- Initiates, manages and contributes towards research projects on medicinal plants.
- Compiles and contributes to progress reports (internal and external).
- Captures, analyses and interprets data.
- Provides leadership, supervision and mentorship of other personnel and/or students assigned to the project.
- Human resources management to ensure efficient deployment and utilisation, setting objective assessment and training.
- Disseminates technology through peer-reviewed scientific articles, popular publications, manual production, radio and TV talks, etc.
- Plans and coordinates research with a single or multi-disciplinary team.
- Actively network with project stakeholders.
- Compliance with human resource policies and procedures.
- Compliance with occupational health and safety policies and procedures.
- Identifies and participates in own learning opportunity.
- Contributes to medicinal plant bioprospecting and commercialisation programmes and initiatives.

Requirements:

- PhD in Agronomy, Horticulture, Agricultural Science or closely related discipline or MSc with five years' work experience and currently in the advanced stage of completing PhD in a relevant field.
 - Extensive knowledge of the cultivation of leguminous, leafy and fruit vegetables and nursery management.
 - Authored or co-authored a minimum of two peer-reviewed publications relevant to the position.
 - Evidence of popular article publications will be an added advantage.
 - Demonstrable experience in project management.
 - Registration with a relevant scientific registration body, where applicable.
 - Management skills, including research project management.
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- Good communication (verbal & writing) skills.
- Computer literacy with proficiency in MS Office suite
- Ability to render diagnostic, technical and other services at the national level.
- Knowledge of intellectual property opportunities.
- Knowledge of health and safety regulations and procedures.
- Valid driver's license and willingness to travel frequently to and within Northern Cape Province.
- Preference will be given to candidates from the Northern Cape Province.

Enquiries: Dr Hintsa Araya: (012) 808 8000

RESEARCHER: MYCOLOGY (CROP PROTECTION) (THREE YEARS (3) FIXED TERM CONTRACT)

Key Performance Areas:

- Initiates, manages and contributes towards national projects.
- Identifies the need for resources (human capital, equipment and materials) in project(s) and manages them accordingly.
- Plans and coordinates research within a single or multidisciplinary team.
- Conducts research, manages data capturing, analysis, interpretation and recommendations.
- Compiles detailed reports.
- Disseminates research results by presenting oral and poster contributions.
- Publishes semi-scientific and peer-reviewed articles and publishes in journals with a high impact factor.
- Builds and maintains relationships with national stakeholders and strategic partners to secure funds.
- Renders diagnostic and advisory services at a national level.
- Participate in the transfer of technology and promotion in the form of presentations, posters, workshops, training, products, services, literature, information days, courses and other events.



Requirements:

- Qualifications: PhD in Plant Pathology, Microbiology or closely related disciplines (e.g. Genetics, Biochemistry, Biotechnology).
- Or MSc with five years minimum work experience and currently in advance stage of completing PhD in relevant field.
- Authored or co-authored a minimum of two peer-review scientific publications in a related field.
- Evidence of popular article publications will be an added advantage.
- Demonstrable experience in project management.
- Postgraduate student mentoring or supervision experience.
- Good verbal and written communication skills.
- Proficiency in MS office Suite.
- A valid driver's licence.

Enquires: Dr Elsie Cruywagen: (012) 808 8000

**RESEARCHER: VIROLOGY (CROP PROTECTION)
THREE YEARS (3) FIXED TERM CONTRACT**

Key performance areas

- Conducts research, manages data capturing, analysis, interpretation and recommendations.
- Compiles detailed reports.
- Analyse data generated through Sanger and High throughput sequencing (molecular data analysis).
- Support MSc and PhD students and with their projects.
- Supervise support personnel and interns.
- Publish in reputable journals and present at scientific conferences and related events.
- Publishes semi-scientific articles.

Requirements

- PhD in Plant Pathology, Microbiology, Crop Protection or closely related disciplines (e.g. Genetics, Biochemistry, Biotechnology etc.).



- Or MSc in Plant Pathology, Microbiology, Crop Protection or closely related disciplines (e.g., Genetics, Biochemistry, Biotechnology etc.) with five years' experience in plant virology related techniques and activities.
- Authored or co-authored a minimum of one peer-review scientific publications in a related field.
- Evidence of popular article publications in plant virology field will be an added advantage.
- Demonstrable experience in project management.
- Experience in the techniques used in plant virology will be an added advantage.
- Experience in the use of Bioinformatics tools used in molecular analysis of sequence data generated through Sanger and high-throughput sequencing.
- Postgraduate student or interns mentoring, or supervision experience will be an added advantage.
- Good verbal and written communication, and presentation and writing skills.
- Advance computer literacy.
- A valid driver's licence.
- Compliance to safety standards as prescribed by the Occupational Health and Safety Act.

Enquires: Dr Julia Mulabisana: (012) 808 8000

SENIOR RESEARCH TECHNICIAN: AGRONOMY THREE YEARS (3) FIXED TERM CONTRACT

Key Performance Areas:

- Co-ordinates and executes field trials by compiling and executing technical project activity plans.
- Identifies the need for human resources in project(s) and manages the allocated project budgets in cost effective and proactive manner.
- Recommends new technologies to be optimised.
- Plans and coordinates own and/or other technical project work activities.
- Manages project facilities, materials, and equipment. Ensures optimal utilisation of resources.
- Independently conducts research/technical support and other services within a project.



- Collects, captures, processes, and interprets technical data and makes internal project recommendations.
- Compiles detailed technical reports and submits to project managers and/or relevant managers.
- Optimises and implements equipment and/or processes and/or systems.
- Develop technical capacity at an appropriate level.
- Assist with organization of scientific or marketing events and participate in the transfer of technology and promotion in the form of presentations, posters, workshops, training, products, services, literature, information days, courses, and other events.

Requirements:

- Master's Degree in Horticulture/Plant Science or related discipline, with 2 years applicable experience.
- Demonstrable experience on hydroponic production systems will be an added advantage.
- Agricultural research knowledge, skills, and experience.
- Ability to set up and manage research trials under hydroponics production systems and collect scientific data for analysis.
- Experience and a good understanding of hydroponics cultivation methods, fertilization, spraying for disease and pest control, irrigation systems (installation, operation, and maintenance), and sustainable hydroponics management.
- Experience in managing people (especially of larger teams), will be an added advantage.
- Good verbal and written communication and presentation skills.
- Proficiency in Ms office Suite.
- Compliance with safety standards as prescribed by the Occupational Health and Safety Act.
- A valid driver's license.

Enquiries: Dr Beverly Mampholo: (012) 808 8000



RESEARCH TECHNICIAN: ENTOMOLOGY (THREE YEARS (3) FIXED TERM CONTRACT)

Key Performance Areas:

- Compiling and executing technical activity plans.
- Plan, conduct and supervise the execution and collection of data of laboratory, glasshouse and field trials.
- Plan, conduct and supervise the monitoring or collection of insect pests in research trails.
- Plan, conduct and supervise the extraction of plant-parasitic nematodes from various agricultural crops and from soil.
- Independently prepare soils and plant field trials according to research trial plan.
- Maintain field trials independently throughout the season with inputs from agronomists.
- Maintain insectaries and live insect cultures for research projects.
- Capture and process technical data with basic analysis and compile technical reports.
- Manage project facilities, material and equipment and ensure optimal utilization of resources.
- Assist with compiling and managing project budgets.
- Supervise and develop technical capacity of Research Assistants.
- Assist with organisation of scientific or marketing events.
- Participate in transfer of technology and promotion in the form of presentations, posters, workshops, training, products, services, literature, information days, courses and other events.

Requirements:

- BSc Degree (3 years) in entomology/crop protection or closely related field, while a BSc(Hons) will be an added advantage.
- Relevant experience in technical aspects of entomology.
- Experience in insect rearing will be an added advantage.
- Experience in field trial maintenance will be an added advantage.
- Experience in molecular barcoding for species identification will be an added advantage.
- Verbal and written communication and presentation skills.
- Compliance to safety standards as prescribed by the Occupational Health and Safety Act.
- A valid driver's license



Enquires: Dr D Visser: (012) 808 8000

RESEARCH ASSISTANT: CROP PROTECTION THREE YEARS (3) FIXED TERM CONTRACT

Key Performance Areas:

- Performs routine greenhouse and laboratory activities under supervision.
- Assists in coordinating of work activities and supervises allocated resources, if applicable.
- Adheres to financial administrative controls.
- Adheres to work plans and timeously provide verbal and written feedback on work activities and challenges encountered to supervisor.
- Utilises equipment and materials efficiently.
- Manages plants in greenhouse and follows sanitation procedures.
- Perform growth media and buffer preparations.
- Perform basic microbial work and follows aseptic techniques.
- Perform sample collection and processing under supervision.
- Provides research support, diagnostics, and other services.
- Collects data under supervision.
- Adheres to quality standards.
- Visible compliance with Human Resource policies and procedures and Occupational Health and Safety policies and procedures.

Requirements:

- Grade 12 with 3 years relevant experience in Crop Protection and Agronomy or Grade 10 plus 5 years relevant experience.
- Relevant experience in soil sterilization, cultivation and general maintenance of crops and trials in greenhouses.
- Relevant experience in pathogen inoculations activities, growth media preparations and seedling production.
- Relevant experience in greenhouse sanitation practices and laboratory aseptic techniques.



- Experience in field trial management will be an added advantage.
- Effective utilisation of tools, laboratory equipment and research materials.
- Understands and adheres to Good Laboratory Practices and quality standards.
- Valid driver's licence.

Enquires: Dr Elsie Cruywagen: (012) 808 8000

CLOSING DATE FOR APPLICATIONS: 08 APRIL 2024

Competitive remuneration package will be congruent with the scope, responsibilities, and the stature of the position. The appointment will be subject to a positive security clearance and preference will be given to designated groups in terms of the ARC Employment Equity Plan. Permanent appointments are subject to six (6) months' probation period. The Agricultural Research Council is an equal opportunity employer and is committed to the principles and processes of Employment Equity Act.

Applications accompanied by covering letter, detailed CV (Including certified copies of certificates, supporting documents, copy of driver's license) must be attached on the form.

- ❖ To apply for Researcher: Plant Breeding of Leafy and /or Fruit Vegetables: <https://forms.office.com/r/r9BvNQsSzm>
- ❖ To apply for Researcher: Plant Breeding of Legumes: <https://forms.office.com/r/X3KqmQmg7t>
- ❖ To apply for 2 X Researcher: Agronomy– Leguminous, Leafy and Fruit Vegetables: <https://forms.office.com/r/QhhYRdHD9M>
- ❖ To apply for Researcher: Mycology (Crop Protection): <https://forms.office.com/r/5uNV2UMTFz>
- ❖ To apply for Researcher: Virology (Crop Protection): <https://forms.office.com/r/GcHAjuuYAW>
- ❖ To Apply for Senior Research Technician: (Agronomy): <https://forms.office.com/r/yk0Lj4YeeJ>
- ❖ To Apply for Research Technician: Entomology: <https://forms.office.com/r/1nwasGW9n7>
- ❖ To Apply for Research Assistant: Crop Protection: <https://forms.office.com/r/94RMRi1yt2>

NB: Non-RSA citizens with work permit must attach certified copies as well as the names and particulars of three (3) traceable referees.

SAQA evaluation report must accompany foreign qualifications. Incomplete applications will not be considered. Applicants who do not receive any response four (4) weeks after the closing date must regard their applications as unsuccessful. The company has the right not to appoint.

