



VACANCY

INNOVATION EVALUATION
SPECIALIST

10-Month Contract, Full time
(Windhoek, Namibia)

ABOUT THE NCRST:

The National Commission on Research, Science and Technology (NCRST) is a Public Enterprise established in terms of section 4 of the Research, Science and Technology Act, 2004 (Act no. 23 of 2004) with a primary role of promotion, coordination and development of Research, Science, Technology and Innovation in Namibia.

The NCRST hereby invites applications from suitably qualified individuals to apply for the following Temporary full time position:

POSITION: INNOVATION EVALUATION SPECIALIST, GRADE: C2

JOB PURPOSE:

The Innovation Evaluation Specialist is responsible for developing and refining a certification, rating and evaluation framework that assesses innovation practices across hubs, SMEs, and other entities within the innovation ecosystem across Sub-Saharan Africa. This role will ensure the framework attracts investment, strengthens partnerships, and provides clear metrics for innovation agencies across Sub-Saharan Africa to support and assess innovation outputs effectively.

KEY PERFORMANCE AREAS:

- Create a detailed roadmap outlining phases, timelines and objectives for the certification, rating and evaluation framework of innovation supporting agencies. Formulate specific, measurable certification, rating and evaluation criteria tailored to innovation supporting agencies such as innovation hubs, universities, and other ecosystem stakeholders. Define procedures for assessing compliance with the rating and criteria, ensuring that the framework is practical and scalable.
- Lead the piloting of the implementation of the evaluation framework with network member hubs in various countries in Sub-Saharan Africa.

- Collect and analyse data from pilots to assess the framework's effectiveness, usability and impact to adjust the framework.
- Work with key stakeholders within the innovation ecosystems to ensure the evaluation framework aligns with their goals and needs.
- Conduct feedback sessions and workshops to refine the evaluation criteria and gain stakeholders' support.
- Maintain detailed records of the evaluation processes, pilot data and stakeholders' feedback for transparency and future reference.

MINIMUM EDUCATIONAL QUALIFICATIONS AND EXPERIENCE:

- A minimum of a Master's degree in Innovation or closely related fields such as Entrepreneurship, Computing or Engineering with an innovation focus, Technology Management, Business Administration, Economics, Standards Development and Quality Management. A relevant PhD degree or additional postgraduate qualifications will be an added advantage.
- At least 2-4 years of experience in developing and implementing evaluation or certification frameworks, particularly within innovation ecosystems.

KNOWLEDGE REQUIREMENTS:

- Understanding of the dynamics of innovation hubs, incubators and ecosystem management.
- Knowledge of designing frameworks that incorporate criteria, rating, metrics and standards.
- Knowledge of certification bodies and their frameworks for innovation and current trends in innovation management.
- Familiarity with African innovation systems, including startups, funding models, R&D, challenges and opportunities (added advantage).

SKILLS AND ATTRIBUTES REQUIRED:

- Proven ability to build and manage relationships with diverse stakeholders in the African innovation sector.
- Strong analytical abilities for assessing and improving evaluation frameworks based on quantitative and qualitative data.
- Skilled in conducting workshops to gather input, validate criteria and engage diverse stakeholders.
- Excellent report writing and communication skills for clear and effective documentation of processes and findings.
- Proficient in planning, executing and managing complex projects to ensure timely completion of objectives.

COMPETENCIES:

- Effective communication skills, both verbal and written, with an ability to convey complex concepts clearly.
- Highly detail-oriented, ensuring accuracy and precision in evaluation criteria and reporting.
- Experience in multicultural settings; multilingual (English) while French, and Portuguese is a plus for the Innovation Agencies of Africa Network.

CONDITIONS OF EMPLOYMENT:

This is a ten (10) months contract on a full time basis.

NCRST is an equal-opportunity employer.

APPLICATIONS:

All applications must be accompanied by a comprehensive Curriculum Vitae, with certified ID and supporting documents.

Applications can be submitted as follows: via email: recruitment@ncrst.na

Please note that only shortlisted candidates will be contacted, and no documents will be returned.

APPLICATIONS AND INQUIRIES MAY BE DIRECTED TO:

The Human Resources & Organisational Development

Office Tel: +264 (61) 431 7000

Email: recruitment@ncrst.na

CLOSING DATE OF APPLICATIONS:

06 December 2024

Previously disadvantaged candidates are strongly encouraged to apply.