

The GSB has a rich set of values that have emerged from its community and are commonly shared and experienced. This gives the School a very strong grounding and its students and clients can be confident in what it stands for and how it conducts itself in the world.

Drawing on these foundational values, is the GSB's vision: to be a new model for business schools, that is not only of high quality, but that is equally a relevant school. This is based on the paradigm of the emerging economies, defined as economies (or companies) that experience conditions of high uncertainty, high complexity, and often excessive inequality. This implies a strong focus on inclusive business. This new paradigm is relevant not only for so-called emerging countries or regions, but equally for companies operating in or encountering these conditions. Such companies might not only be located in emerging economies, but could be anywhere in the world.

This vision allows the GSB to occupy a critical niche in driving a more value-based, sustainable approach to business and management. In this context, its two core challenges are: (i) to remain **relevant** for both society and the business community, and (ii) to pay attention to continued **quality** in content delivery and research output.

In line with this vision, the GSB has developed three areas of excellence, which we deliver via teaching, research and executive education activities.

First is the theme of **emerging markets**. The School has developed a remarkable experience and insight in the operation of emerging markets, trade and development finance, governance and ethics, and the practical do's and don'ts of doing business with other major emerging market blocks.

The second theme is on **Social Innovation and Entrepreneurship**. Business is a very strong concept and can be used for the good or for the bad: that is a choice. In particular the Bertha Centre for Social Innovation and Entrepreneurship pays a lot of attention on how to use business for the good, with a purpose and a focus on valued addition and its use in order to solve some real social issues. We have developed a keen interest in health care leadership, educational leadership, entrepreneuring, and business model innovation, just to name a few.

The third theme is Values Based Leadership. The **Allan Gray Centre for Values Based Leadership** works around the concept of value as a driver for management. What if indeed profit is an outcome, the bottom line, and we would need to drive the company for values, value added and leadership. How could we do so; what are some relevant metrics; what are the skills needed for values-based leaders. The country and the continent are in need for leadership, but that can only be understood within a more systemic paradigm.

The development of these three areas of excellence ensures that the GSB provides genuine **thought leadership**, not only in South Africa, but also in the wider African continent and the BRICSA countries. This thought leadership is demonstrated to business and society through strong activity in executive education, corporate learning and a robust culture of debate.

Growing Leaders in Emerging Markets

If you want to make a difference in the academic and business community and believe that this demands a more values-based, sustainable approach to management, then an academic position at the University of Cape Town's Graduate School of Business (GSB) provides the opportunity.

The GSB believes that society needs appropriately skilled leaders who are able to manage in the context of an emerging economy. Such a world needs innovative solutions and not just a "business as usual" approach.

The GSB is a leading academic business school in South Africa. With its triple international accreditation (that only 60 B-Schools in the world enjoy), it is recognised as a world leader and innovator in its contribution to the understanding of and learning in relevant and meaningful business and leadership management. If you too think that there is more to business than just managing, join us in helping students and executives boost their careers as genuine leaders.

We are looking for candidates who are passionate about interdisciplinary work. We seek to attract candidates in the areas of Strategy.

Your profile

- PhD
- Corporate and/or civil society exposure is appreciated
- Proven excellence as a learning facilitator and teacher
- Proven publication record of good standing
- A creative team player, involved in and committed to the school
- International exposure or experience is appreciated
- Fluency in English (mastery of additional languages appreciated)
- Executive Education experience is strongly preferred

We offer

- The following Associate Professor opportunity in line with your experience and academic track record:
 - 1) Associate Professor: Strategy with experience teaching on executive education programmes
- A teaching load that offers real space for research
- A focus on research output
- Additional income and corporate exposure in executive education
- A fascinating School, that strives for academic excellence and societal relevance
- The potential for a meaningful academic career in a prime location in the world

The annual cost of employment for 2014, including benefits, is **R 703 161**

To apply, please e-mail the completed [UCT Application form](#) (HR201) and all other relevant documentation as indicated on the form, clearly indicating “**A/Prof: Strategy**” in the subject line to Ms. Lily Nombombo at recruitment02@uct.ac.za.

The application form can be downloaded at <http://web.uct.ac.za/depts/sapweb/forms/hr201.doc>

An application which does not comply with the above requirements will be regarded as incomplete.

Address: Staff Recruitment Office, University of Cape Town, Private Bag X3, Rondebosch, 7700, South Africa

Telephone: +27 21 406 1508

Faculty/Departmental website: www.gsb.uct.ac.za.

Reference number: SR 079/14

Closing date: 22 July 2014

UCT is committed to the pursuit of excellence, diversity and redress. Our Employment Equity Policy is available at <http://www.uct.ac.za/downloads/uct.ac.za/about/policies/eepolicy.pdf>

UCT reserves the right not to appoint