



STUDENT SUCCESS ASSOCIATE: DELL YOUNG LEADERS PROGRAMME

(12-month contract)

Department of Development & Alumni

The Dell Young Leaders programme empowers first-generation university students from low-income backgrounds to overcome their barriers to success and realize their role as leaders in their communities and careers. The programme offers relationship-based support and personalized advice and resources in four areas: academic, financial, wellness and career with a goal of ensuring that at least 80% of students make it to graduation and 100% of graduates are placed in the world of work or career-enhancing further study.

This is a one-year contract position, which may be renewed, subject to performance and funding being secured from the Michael & Susan Dell Foundation. Please note that remuneration will be negotiated in line with experience.

Requirements:

- A relevant degree (NQF 7); ideally within Educational, Counselling, or Clinical Psychology or a relevant practice area
- A minimum of four years' relevant work experience i.e. working with university students and/or young people;
- Experience in supporting psychosocial challenges and ability to manage students in trauma;
- Experience supporting career guidance and development would be desirable;
- Understanding support needs of university students from low-income backgrounds with the ability to build positive relationships essential;
- The position will require candidates to travel to different locations and will require own transport

The ideal candidate will be a team player and have:

- A passion and energy for supporting young people's success and a solutions-orientated mindset;
- Ability to think strategically and interact tactically with a diverse student population and demonstrate maturity to deal with sensitive student issues;
- Excellent planning, Attention to detail, evaluation and assessment, time management, problem-solving skills;
- Capability to use data and technology daily with a high-level proficiency in Microsoft Office, including Excel and PowerPoint;
- Exceptional relationship management skills possessing values, ethics and sound judgement which supports the DYL ethos;
- Sound communication skills (written, verbal and presentation);
- Readiness to look at seemingly intractable social challenges in new ways;
- Willingness and availability to work outside of business hours and up to six Saturdays per year;
- Willingness to travel within South Africa up to four times per year.

Responsibilities:

- Develop and deliver student risk mitigation and student retention strategy and interventions.
- Deliver a programme of academic, wellness, and career readiness advising to all Dell Young Leaders students.
- Support the application, selection and onboarding of Dell Young Leaders students to the programme.
- Maintain contact with Dell Young Leaders students that have transferred to another university, been academically excluded, or have taken a leave of absence from the university.
- Working collaboratively with a Student Success team.

The annual cost of employment, including benefits, is between **R400 000 to R580 137**.

To apply, please e-mail the below documents in a **single pdf file** to hanne.nyokangi@uct.ac.za and use the subject line **Application**

Student Associate:

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>)
- Cover letter, and
- Curriculum Vitae (CV)

An application which does not comply with the above requirements will be regarded as incomplete. Only shortlisted candidates will be contacted and will be required to undergo a competency test.

Website: www.dellyoungleaders.org/ www.hr.uct.ac.za

Closing date: 19 February 2023

Reference number: E23213

"UCT is a designated employer and is committed to the pursuit of excellence, diversity, and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups. Our Employment Equity Policy is available at www.uct.ac.za/downloads/uct.ac.za/about/policies/eepolicy.pdf.

"UCT reserves the right not to appoint.