

Director of Programmes

Job Location

Cheshire, UK (Head Office)

Area / Department

Engineering

Contract Type

Permanent

Salary

GBP 180,000 - 200,000 pa + competitive benefits

Closing Date

31/05/2024

Ref No

10299

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

More than a dozen partner countries and over a thousand scientists and engineers around the world are already on board, making the SKA project an international collaboration like no other, and one of the most ambitious science and engineering endeavours of the 21st century.

Headquartered in the UK, with telescope sites in Australia and South Africa, the SKAO will be one observatory operating two telescopes, an endeavour spanning three continents. Multinational by design, in early 2021 the SKAO became an intergovernmental organisation, one of only a select handful of science infrastructures to do so worldwide.

Our Global HQ is located near the buzzing city of Manchester at the historic Jodrell Bank Observatory, a UNESCO World Heritage site located in the Cheshire countryside. It is home to a rapidly expanding international team of more than a hundred, working in a highly collaborative and inclusive way, in coordination with SKAO teams in Australia and South Africa as part of a global astronomy and engineering community.

Being part of Team SKA means contributing to something extraordinary: a uniquely exciting project to advance human knowledge that will last for decades. In return, we offer a diverse multicultural working environment, 30 days annual leave plus public

holidays, a generous pension scheme, visa and support with relocation (if applicable), regular social events, a family-friendly environment and much more. Come and join us!

This is an exciting opportunity to join the SKA Observatory at a time where progress is being made quickly and in line with key milestones.

The Role

The SKA Director of Programmes is the person who has the drive, vision and leadership to ensure that the SKA Construction Project is delivered to time, budget and specification, leading a large directorate of skilled project, engineering and technology staff located across the UK, South Africa and Australia.

In addition, the Director of Programmes is responsible for the €20M/year Observatory Development Program which analyses, plans and executes observatory enhancements during Observatory Operations.

This role is high profile, being required to work with a wide variety of stakeholders, internally and externally. In particular, the role sits on the SKA Executive Leadership Team, communicates directly to the Science, Engineering and Advisory Committee and the SKA Observatory Council and associated governance bodies, and directly manages the senior engineer, project manager and system scientist division leads within the Programmes Directorate.

SKAO is, initially, a 2 billion euro project, with the Director of Programmes responsible for a construction budget of 1.3 billion euros.

This role will be based at the SKAO Global Headquarters at the iconic Jodrell Bank Observatory, Cheshire, UK, and will require frequent international travel.

SKAO is committed to providing an inclusive and flexible working environment, meeting the requests of our Colleagues whilst also fulfilling the needs and objectives of the Observatory.

We encourage applications from under-represented groups such as women and individuals with disabilities, as well as open conversations during the recruitment process in relation to any specific requirements.

There may be occasions where this role requires the post holder to work across different time zones and, in line with SKAO policy, flexible working hours will be supported in agreement with the line manager.

Key Responsibilities, Accountabilities and Duties

- Lead and coordinate the construction activities across the SKA Observatory.
- Coordinate the resources available according to agreed priorities, delivering construction on time and to budget.
- Oversee the definition and negotiation of the work-package contracts and management of the construction contracts.
- Ensure that all appropriate management and monitoring processes are in place.
- Ensure that all necessary SKAO staff are appropriately represented on all key planning and construction reviews to ensure the construction of the telescope meet science and operational requirements.
- Provide leadership and direction to staff, driving their engagement and motivation whilst role modelling SKAO values.
- Travel to any of the SKAO Member countries and elsewhere, as required.

Mandatory Knowledge, Skills and Experience

- Recognised university degree-level education/training in engineering or physical sciences;
- Experience of executive level management within a high-technology environment including both industrial and academic institutions
- Experience of programme management for the design and construction of a complex, large scale multi-disciplinary, multi-national project with relevant sector experience in observatory development, astrophysics, physics or engineering; and
- Good English oral and written communication skills.

Desirable Knowledge, Skills and Experience

- Post-graduate qualification in management, engineering or physical sciences;
- Experience in large scale astronomical design and construction projects;
- Industry experience, and/or a track record in successful collaborative links with industry;
- Familiarity with the formalism for, and requirements of, quality control environments such as ISO9001.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

Our aim is to recruit and retain the most talented individuals, regardless of gender, race, disability, age, sexual orientation, marital status, religion, nationality or background.

Women have traditionally been under-represented in the fields of science and engineering; SKA Observatory welcomes and encourages female applicants.

Where applicants with a disability need facilities or adjustments to enable them to participate in the recruitment process, these will be provided.

SKA Observatory welcome all candidates, especially those from member countries.

The "How to Apply" information contained within the SKA Observatory recruitment portal provides more detail regarding our application and selection approach.

HR Advisor - Recruitment & Capability

Job Location

Cheshire, UK (Head Office)

Area / Department

Business Support

Contract Type

Permanent

Salary

GBP 32,000 - 37,000 depending on experience + excellent benefits

Closing Date

19/04/2024

Ref No

10300

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Being part of Team SKA means contributing to something extraordinary: a uniquely exciting project to advance human knowledge that will last for decades. In return, we offer a diverse multicultural working environment, 30 days annual leave plus public holidays, a generous pension scheme, visa and support with relocation (if applicable), regular social events, a family-friendly environment and much more. Come and join us!

An exciting opportunity for a talented HR professional with experience in recruitment to work on a groundbreaking international project.

The Role

The role offers a good variety of recruitment and broader HR responsibilities, as well as the opportunity to work with international colleagues in an Intergovernmental Organisation (IGO) that will break new ground in the world of Astronomy.

Based at our Global Headquarters at the iconic Jodrell Bank Observatory in Cheshire, UK, the HR Advisor will work across a broad range of activity supporting colleagues across the HQ and at our host locations in South Africa and Australia. SKAO brings together a wealth of the world's finest scientists, engineers, policy makers and specialists and with more than 29 different nationalities represented we offer an opportunity to work in a diverse environment at the heart of an exciting and challenging project to design, build and operate the world's largest radio telescope.

Reporting to the HR Manager – Resourcing and Capability, the HR Advisor will help deliver a value added service by providing relevant and appropriate HR support for hiring managers, panel members and wider staff. They will help drive best practice and ensure compliance with policies and procedures, with the aptitude to work in a planned, disciplined and organised way both independently and collaboratively as part of a team.

Working collaboratively with the wider HR Team, the HR Advisor will play an integral role in achieving the HR strategy, and requires an individual that can work confidently, independently and comfortably in a fast-paced environment that brings competing

demands, unique complexity and often requires the need for creative and innovative solutions.

We welcome applications from candidates of all nationalities, especially those from member countries. However, for this role visa and relocation support will not be available and applicants must be able to comply with the terms of a UK based local contract, details of which may be accessed on SKAO's recruitment portal.

SKAO is committed to providing an inclusive and flexible working environment, meeting the requests of our Colleagues whilst also fulfilling the needs and objectives of the Observatory.

We encourage applications from under-represented groups such as women and individuals with disabilities, as well as open conversations during the recruitment process in relation to any specific requirements.

There may be occasions where this role requires the post holder to work across different time zones and, in line with SKAO policy, flexible working hours will be supported in agreement with the line manager.

Key Responsibilities, Accountabilities and Duties

- Undertake and support relevant recruitment activity, including training hiring panels, providing guidance with selection activity and liaising with international candidates.
- Assist with candidate search and attraction activity.
- Provide recruitment campaign support to Hiring Managers, ensuring each element of the campaign aligns to the SKAO Recruitment Standards.
- Supporting with the review and development of HR processes and procedures, and proactively making suggestions for continuous improvement.
- Ensure Diversity and Inclusion are at the centre of all recruitment campaigns and in line with the Observatory aims, utilising a variety of methods to realise increase levels of diversity through the hiring of new talent.
- Prepare regular reports on recruitment data.
- Contribute to and actively participate in a variety of HR projects as required.
- Maintain appropriate levels of confidentiality at all times.
- Undertake any other reasonable duties as directed by the line manager and senior management.

Mandatory Knowledge, Skills and Experience

- Experience (typically at least two years) of providing consultative advice and guidance to colleagues and line managers in relation to recruitment processes and best practice.

- End to end delivery of recruitment and selection activity with the ability to lead and drive recruitment campaigns.
- Clear understanding and commitment to principles of diversity and inclusion with experience of implementing new and creative solutions.
- A focus on delivery with excellent time management, prioritisation skills and attention to detail.
- Numerical and IT literacy, with experience of using and interrogating HR Management systems and analysing data.
- Excellent interpersonal skills and the ability to form effective working relationships with a diverse, international employee population.
- Excellent written and verbal communication skills in English.
- Ability and willingness to learn and work proactively to find solutions in a busy, changing and complex environment.
- Be a flexible team player who is adaptable to change and demonstrates a commitment to high-quality service provision.

Desirable Knowledge, Skills and Experience

- CIPD qualification.
- Up-to-date knowledge of employment law.
- Experience of developing and implementing new HR processes and procedures.
- Knowledge of using an ATS (applicant tracking system) and ERP systems.
- Experience of working in a multicultural environment across international boundaries and time zones.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

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Conferences and Events Lead

Job Location

Cheshire, UK (Head Office)

Area / Department

Business Support

Contract Type

Permanent

Salary

In line with Level 7 of the SKAO Career Framework & Pay Structure, plus excellent benefits

Closing Date

29/04/2024

Ref No

10294

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

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Construction activities for the SKAO's telescopes in Australia and South Africa started in 2021, along with a ramping up of SKAO staff in both countries. It is expected that the transition from the Construction Phase to the Operations Phase will happen around 2028.

SKAO Operations in South Africa will be conducted in partnership with the South African Radio Astronomy Observatory (SARAO). SKAO Operations in Australia will be conducted in partnership with the Commonwealth Scientific and Industrial Research Organisation (CSIRO). The Observatory will also partner closely with a global network of SKA Regional Centres through which astronomers will access science data products and a suite of tools and resources to further analyse the SKA telescopes' data.

For more information on the SKA project visit <https://www.skao.int/>

The SKA Observatory offers a competitive salary and a generous pension and benefits package. As an employee of an intergovernmental organisation, an appointee who is not a national of the country in which the role is based may be subject to personal Privileges and Immunities.

An exciting opportunity for a talented individual with experience in international events management to join an international, multicultural organisation.

The Role

The Conferences and Events Lead will play a central role in the organisation and/or participation of the SKA Observatory in large-scale international meetings, professional conferences, as well as recreational and outreach events.

The Conferences and Events Lead will have overall responsibility for organising the SKAO's flagship professional events and conferences, such as the SKAO's international science conference, working in close collaboration with the relevant teams internally. They will have direct responsibility for all events hosted at the SKAO Global Headquarters, as well as supporting and advising other teams with their larger meetings and events, including the SKAO teams in based Australia and South Africa.

Building on a strong experience in event management in international and multicultural environments, the Conferences and Events Lead will use their exceptional organisational and negotiating skills and in-depth knowledge of the events industry and standards to ensure the organisation of successful conferences and events for the Observatory, building a trusted network of suppliers and managing relationships with both internal and external stakeholders in a culturally-sensitive way.

Familiar with the complexity and sensitivities inherent to multinational endeavours such as the SKAO and their high level of visibility and exposure, the Conferences and Events Lead will build political, sustainability, EDI and other considerations into the planning and decision-making process to serve the Observatory's goals and interests and preserve its reputation. They will be a forward and innovative thinker who is solution-oriented, always

on the lookout for novel solutions to ensure the delivery of SKAO's events to the highest standard and following best practice in events management.

Reporting to the Director of Communications, Outreach and Education, the Conferences and Events Lead will line manage an Events Coordinator and work with both local and international suppliers.

This role will be based at the SKAO Global Headquarters at the iconic Jodrell Bank Observatory, Cheshire, UK, with potential flexibility for exceptional international candidates based in Perth, Western Australia, or Cape Town, South Africa. Occasional international travel will also be required to prepare for, and to support, conferences and events abroad.

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Key Responsibilities, Accountabilities and Duties

- Manage the SKAO's events and recreation budgets responsibly, using sound financial principles to ensure the successful delivery of events and value-for-money for the Observatory.

External events management:

- Lead the organisation and implementation of SKAO's flagship conferences, meetings and events (such as the SKAO science conference) internationally from start to finish, identifying, negotiating with, and securing suitable venues, and working with relevant internal and external stakeholders to ensure efficient planning and successful delivery of events that meet the Observatory's standards and requirements. This includes embedding political and EDI, sustainability, and other considerations into the strategic conceptualisation of events to ensure they support the SKAO goals.
- Lead the organisation and implementation of large meetings and events involving external stakeholders at the SKAO HQ. This also includes liaising with colleagues from the

wider Jodrell Bank site where appropriate to ensure compliance with the Jodrell Bank Operating Protocol.

- Lead professional staff and project teams, both internally and externally, to ensure all experiences and expertise inform the planning and organisation of SKAO events and to ensure timely and effective delivery of events. This includes responding to changes and unforeseen developments positively and in a timely manner, and solving problems when needed.
- Working closely with the Head of International Relations and other senior colleagues across the Observatory, support the Director of Communications in strategising SKAO's presence at international conferences and events in line with the Observatory's strategic, scientific and programmatic priorities, taking into account available in-house resources and liaising with SKAO country partners when applicable. This includes advising on any sponsorship opportunities.
- Support and advise other teams in organising their major business meetings and events (such as PI planning meetings and Council meetings) to ensure they meet the Observatory's standards and requirements.
- Keep au-fait of best practices, novel solutions and emerging trends in events management through literature and through liaising with peers and other experts in the field, and ensure this feeds back into SKAO's practices with the aim of keep improving the delivery of events.
- Identify, procure and manage fit-for-purpose events management software for the administration of meetings and conferences, and ensure its adoption across the Observatory, including training any additional users as required.
- Develop and ensure the adoption of systematic event reporting methodology within the Observatory.
- Work with relevant internal stakeholders to develop and ensure the adoption of a set of events standards and requirements, in particular in terms of accessibility and sustainability, and ensure the standardisation of event organisation within the Observatory.
- Work with relevant internal stakeholders to ensure that all SKAO meetings and events comply with insurance, legal, food hygiene, and relevant health and safety obligations.
- Ensure all SKAO meetings and events abide by the SKAO's Code of Ethics, Code of Conduct, and uphold the SKAO's values.

Staff events management:

- Chair the SKAO HQ's recreation committee professionally, ensuring the committee has clear annual objectives, meets regularly, and delivers regular and varied events for staff, ensuring the events support the Observatory's culture, facilitate workplace cohesion, and meet the needs of different groups.
- Through the work of the committee, ensure new staff and their families feel welcome and have opportunities to meet and socialise with colleagues outside their team and their families through facilitation of events and through encouraging staff-led initiatives.

Mandatory Knowledge, Skills and Experience

- Significant experience in managing large events and conferences, including on an international scale.
- Experience of providing and contributing to the strategic direction in their specialist area. This may include influencing and translating ideas into reality, shaping direction, justifying reasoning and making recommendations in line with organisational goals.
- Good level of financial knowledge in relation to budgets, negotiations and ability to hold suppliers accountable when required.
- Excellent planning, organising, coordinating and time management skills with the ability to deliver through others.
- Good oral and written communication skills in English with the ability to communicate effectively across disciplines and cultures, and to build good working relationships and influence internal and external stakeholders at all seniority levels.
- Ability to listen to opinions and address concerns in a pragmatic and professional manner.
- Strong analytical skills with the ability to examine a wide range of information to establish trends and solve multifaceted problems in a timely manner.
- Experience of managing or directing the work of others.
- Flexibility and adaptability to change, especially in dynamic or unexpected circumstances.
- Ability to travel nationally and internationally as required.

Desirable Knowledge, Skills and Experience

- Bachelor degree in fields related to hospitality management, event management, communications, public relations, international relations, or business administration.
- Project Management training or qualification.
- Experience of working in a multicultural environment across international boundaries and time zones.
- Experience working within a research infrastructure organisation.
- Experience using Events digital platforms to organise hybrid events.
- Fluency in another language different than English would be an advantage.

Equality Diversity and Inclusion Statement

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Senior Procurement Specialist

Job Location

Cape Town, South Africa

Area / Department

Business Support

Contract Type

Permanent

Salary

Circa ZAR 1,000,000 depending on experience, plus excellent benefits

Closing Date

12/04/2024

Ref No

10295

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Construction activities for the SKAO's telescopes in Australia and South Africa started in 2021, along with a ramping up of SKAO staff in both countries. It is expected that the transition from the Construction Phase to the Operations Phase will happen around 2028.

SKAO Operations in South Africa will be conducted in partnership with the South African Radio Astronomy Observatory (SARAO). SKAO Operations in Australia will be conducted in partnership with the Commonwealth Scientific and Industrial Research Organisation (CSIRO). The Observatory will also partner closely with a global network of SKA Regional Centres through which astronomers will access science data products and a suite of tools and resources to further analyse the SKA telescopes' data.

For more information on the SKA project visit <https://www.skao.int/>

The SKA Observatory offers a competitive salary and a generous pension and benefits package. As an employee of an intergovernmental organisation, an appointee who is not a national of the country in which the role is based may be subject to personal Privileges and Immunities.

An exciting opportunity for a Procurement Specialist with experience in large-scale project procurement and contracts, and the ability to manage multiple high-value tenders simultaneously, to join an international, multicultural organisation.

The Role

The Senior Procurement Specialist will work closely with senior internal stakeholders, external research organisations, suppliers and other members of the procurement team to ensure the timely and efficient procurement of various contracts, both high and low value and complexity, in accordance with defined policies and procedures.

As a senior member of the SKAO procurement function, the Senior Procurement Specialist will support the delivery of challenging objectives and demonstrate to stakeholders that value for money is being achieved whilst procurement policies are being respected. They will provide a full-cycle procurement service to stakeholders and will assist with the development of attractive and professional tender documents.

The Senior Procurement Specialist will ensure effective and efficient invitations to tender and request for quotes that develop stakeholder confidence in the SKAO and its procurement processes.

This role will be based in Cape town, South Africa, and will require occasional national and international travel to suppliers and SKAO sites (typically for one week, 1-2 times per year).

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Key Responsibilities, Accountabilities and Duties

- Facilitate the development of complex procurement documents, contracts and agreements between the SKAO and its supplier organisations. This often involves using standard SKAO Purchase Order Terms and Conditions templates, as well as NEC4 templates with specific Z clauses as needed.
- Work with internal and external stakeholders (research funding bodies, government agencies and partner research institutions) to develop achievable procurement strategies and plans.
- Undertake the procurement of complex contracts, developing timelines, identifying commercial risks, presenting appropriate mitigations, and running Procurement Procedures as outlined in the SKAO Procurement Manual including evaluation of complex commercial tenders.
- Manage the delivery of all procurement actions being undertaken by the procurement team in South Africa through work management of the team.
- Develop and present attractive procurement award recommendations to the SKAO's Tender Subcommittee and In-Kind Review Subcommittee.
- Lead and support contract negotiations.
- Represent the SKAO procurement function at international meetings.
- Support the Head of Procurement Services to develop and enhance the SKAO procurement function, such as through the development and maintenance of procurement policies, processes and reporting tools.
- Provide guidance and support to less experienced members of the SKAO procurement team.
- Undertake any other reasonable duties as directed by the line manager and senior management.

Mandatory Knowledge, Skills and Experience

- Minimum CIPS level 6 Accreditation or equivalent experience (typically at least eight years).
- Extensive direct experience in complex, large-value tenders and successful completion of commercial and contractual negotiations.
- Experience in leading and engaging with stakeholders to deliver against challenging timescales and business objectives.
- Excellent written and verbal communication skills in English with the ability to confidently explain and document complex contractual concepts to senior stakeholders.
- Strong business ethics, with an ability to manage and respect confidential data.
- Experience in formulating and championing efficient ways of working and new ideas to demonstrate a commitment to procurement best practice.
- Be a flexible, efficient and self-motivated team player who is adaptable to change and able to work with minimal supervision.
- Experience in or ability to coach less experienced team members if required.

Desirable Knowledge, Skills and Experience

- Chartered MCIPS Professional Accreditation.
- Experience developing and procuring high value contracts using NEC templates.
- Knowledge or experience of NEC4 type of contracts.
- Familiarity with the landscape of major science research infrastructure projects and organisations, their processes, challenges, and the novel solutions that are often applied, such as in-kind contributions and fair work return.
- Experience in leading a team to deliver challenging objectives.
- Familiarity with ERP systems such as Unit4.

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Legal Manager

Job Location

Cape Town, South Africa

Area / Department

Business Support

Contract Type

Permanent

Salary

Circa ZAR 800,000 depending on experience, plus excellent benefits

Closing Date

12/04/2024

Ref No

10290

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

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An exciting opportunity for an admitted South African attorney or advocate with extensive experience in contracts, employment, intellectual property, property and data privacy to join an intergovernmental, multicultural organisation.

The Role

The SKAO Legal Team is working in three principal jurisdictions (United Kingdom, Western-Australia, and South Africa) and is responsible for all matters associated with the operation of the SKA Observatory as a legal entity with an international personality. The SKAO Legal Team is supporting all contractual and legal matters needed to enable the Observatory to function, engaging external counsel as and when required.

The Legal Manager will provide legal advice and consultancy to the SKAO staff in South Africa and the wider legal department, relating to matters in South Africa and SKAO's wider operations, spotting and mitigating risk, and seeking legal and practical solutions to issues. They will also manage and oversee the full range of legal activities relating to the establishment of the SKA-Mid Telescope, as well as its construction and operation in South Africa.

The Legal Manager will report to the SKA-Mid Telescope Director and will also take guidance from the SKAO Head of Legal Operations.

This role will be based in Cape Town, South Africa, and will require occasional national and international travel to other SKAO sites.

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Key Responsibilities, Accountabilities and Duties

The Legal Manager will assist and advise SKAO in South African domestic legal matters. Specifically they will:

- Support the SKA-Mid Telescope Director and Site Construction Director on legal matters regarding the construction and establishment of operations of the SKA-Mid Telescope in South Africa.
- Undertake legal research and analysis, preparing advisory notes, briefs and pragmatic advice as required.
- Review existing contracts, create new contract templates, and provide expert advice on third party contract terms concerning a wide spectrum of legal matters.
- Assist in meetings with third parties and stakeholders on contracts and legal matters concerning the SKAO, negotiating and influencing to achieve a successful outcome for SKAO.
- Draft new policies and guidance notes and provide an expert review and input into policies owned by colleagues in other SKAO departments.
- Maintain awareness of key legal updates and provide overviews of such to relevant colleagues, to ensure the SKAO functions in line with applicable legal and regulatory requirements, and best practice.
- Work collaboratively with colleagues across SKAO, giving pragmatic advice and finding creative solutions where necessary.
- Instruct and liaise with the SKAO's specialist external legal advisors in South Africa, ensuring beneficial advice is obtained, and monitoring costs to ensure good value for money, and that the advice is within the scope of the legal budget in South Africa.
- Support the preparation and presentation of material to meetings of the Executive Leadership Team, SKAO governing Council, its committees and subcommittees, when requested.
- Establish and build a legal culture across SKAO's operations within South Africa, maintaining effective professional relationships with other stakeholders, science organisations and international organisations.
- Occasionally travel nationally and internationally as required.
- Undertake any other reasonable duties as directed by the SKA-Mid Telescope Director and/or the Head of Legal Operations.

Mandatory Knowledge, Skills and Experience

- LL.B with admission as an Attorney or Advocate in South Africa.
- Substantial experience in negotiating and drafting complex commercial contracts.
- A broad range of legal knowledge and experience in employment, intellectual property, property, and data privacy.
- Good communication and diplomacy skills with the ability to influence behaviours of diverse internal and external stakeholders at all seniority levels.
- Ability to manage a varied workload, and take instruction from in-house clients across departments.
- Excellent organisation and time management skills, with the ability to prioritise and work effectively to meet competing deadlines.
- Fluent in written and spoken English, including legal drafting.
- Be a flexible team player who is adaptable to change.
- Desirable Knowledge, Skills and Experience
- Experience working in a science and/or engineering environment.
- Knowledge of construction law and experience with the NEC4 suite of contracts.
- In-house legal experience.
- Written and spoken Afrikaans, including legal drafting, or knowledge of another official South African language.
- Knowledge of and experience in diplomatic privileges and immunities.
- LL.M in a relevant subject.
- Experience working in a multicultural environment across international boundaries and time zones.
- Ability and willingness to travel nationally and internationally as required.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

Our aim is to recruit and retain the most talented individuals, regardless of gender, race, disability, age, sexual orientation, marital status, religion, nationality or background.

Women have traditionally been under-represented in the fields of science and engineering; SKA Observatory welcomes and encourages female applicants.

Where applicants with a disability need facilities or adjustments to enable them to participate in the recruitment process, these will be provided.

SKA Observatory welcome all candidates, especially those from member countries.

The "How to Apply" information contained within the SKA Observatory recruitment portal provides more detail regarding our application and selection approach.