

W&RSETA POSTDOCTORAL RESEARCH FELLOWSHIP CALL

The Wholesale and Retail Sector Education and Training Authority (W&RSETA), in partnership with the Research Leadership Chairs at universities, invites applications from two highly motivated candidates to undertake sector-specific research on skills demand and supply. The research will critically analyse the factors shaping skills requirements within the wholesale and retail sector, with a focus on market trends, consumer behaviour, workforce transitions, and the impact of the Fourth Industrial Revolution (4IR) on skills development.

The W&RSETA Postdoctoral Research Fellowships are aligned with national skills development priorities and will be awarded based on candidates' academic excellence, research capabilities, and alignment with the W&RSETA's Research Agenda. Fellows will engage in a 12-month research program under the mentorship of the Research Leadership Chairs, contributing to strategic insights that will inform the sector's skills development initiatives.

Successful candidates will be tasked with producing rigorous, evidence-based research that identifies and addresses critical skills gaps, examines labour market trends, evaluates the alignment of education and training systems with current and emerging needs, and explores the implications of 4IR technologies on workforce competencies. This fellowship offers an exceptional platform to influence policy and practice while advancing the wholesale and retail sector's capacity to adapt to technological advancements and evolving skills demands.

RESPONSIBILITIES

- Support the implementation and update of W&RSETA Research Agenda.
- Participate in ongoing research projects.
- Develop research tools, methodology, and implementation plan.
- Data gathering and analysis.
- Research report writing.
- Research Leadership Chair Learning (RLCL) reporting and participation.
- Presentation and reporting of outcomes and recommendations.
- Contribute to the W&RSETA summative research publication.
- Participate in the SSP sector data collection activities such as stakeholder consultation.
- Industry engagement (Wholesale and Retail sector).

MINIMUM REQUIREMENTS

- PhD obtained.
- Preferably a PhD in the related field (Economics, Developmental Studies, Psychology or sector related).
- Full CV with contact details for three referees.
- A proposal outlining the brief plan for the fellowship.
- Proven ability to write and publish papers in accredited peer-reviewed journal.
- Experience in dealing with broad scale data sets covering South Africa and international landscape.
- Experience with data analysis and reporting will be an advantage.
- Preference will be given to South Africans from the designated groups.
- People living with Disabilities are encouraged to apply.

- A detailed research proposal on the in any of the topics listed below must accompany the application
 - Advancing Retail Efficiency and Decision-Making through the Integration of Data Science Techniques: A Framework for the Wholesale and Retail Sector
 - Exploring the Efficacy of Blockchain Technology in Enhancing Inventory Management: Identifying Efficient and Cost-Effective Solutions for the Wholesale and Retail Sector
 - Analysing the Key Determinants of Profitability for Small and Medium-Sized Enterprises (SMEs) in the Wholesale and Retail Sector in South Africa
 - Leveraging Predictive Analytics for Enhanced Sales Forecasting: Exploring its Impact on Operational Efficiency and Strategic Decision-Making in the Wholesale and Retail Sector

Applications must be accompanied by the certified copies of all qualifications and the ID not older than six months at time of the application. The Wholesale and Retail Seta reserves the right not to make an appointment on the advertised post.

Only candidates who meet minimum requirements may apply. Candidates who have previously benefitted from the programme are not eligible to apply.

Applications must be directed at PostDoctoralFellow@wrseta.org.za on or **12 September 2025** for the attention of the **Strategic Planning Specialist: Thozamile Thusani**.

NB: No late applications will be accepted