



VACANCY: RESEARCHER

Vacancy: Researcher – Urban Land and Housing Policy, Design and Economics

Are you passionate about driving social change? Do you possess a creative and analytical mindset, excel in research and communication, and aspire to promote social and spatial justice?

Ndifuna Ukwazi, an activist organisation and law centre, challenges spatial inequality and advocates for equitable access to well-located land and affordable housing. Our work combines community organising, research, advocacy, and legal support to advance urban land justice and drive systemic change. We collaborate closely with tenants, occupiers, communities, and social movements in Cape Town, including our core partner, **Reclaim the City**, to amplify struggles for land and housing rights and build a more just and equal city.

We are seeking a passionate and innovative researcher to join our team, focusing on **land and housing policy, spatial design, or urban land and property economics**. The ideal candidate will possess strong research, writing, and communication skills, with the ability to contribute to our mission of achieving social justice and equity.

Key Responsibilities

Depending on the candidate's skill set, responsibilities may include:

- Designing and conducting comprehensive policy, desktop, and field research on housing and social justice issues.
- Producing compelling research and advocacy outputs, including reports, policy submissions, popular education materials, and opinion pieces for various audiences.
- Conducting policy and legislative analysis.
- Providing research support for policy and advocacy engagements, campaigns, and media outreach.
- Developing innovative design proposals for affordable housing on strategic land parcels.
- Performing economic analysis of urban land and property markets.
- Building, managing, and analysing datasets.
- Responding to direct research requests from social movement and community partners.

Requirements

- **Commitment:** A strong dedication to social justice and the mission of Ndifuna Ukwazi.
- **Experience:** Minimum of 1 year as a researcher in a non-profit organisation or relevant field (e.g., advocacy, campaigning, development, or spatial design).
- **Education:** Post-graduate degree in humanities, economics, social sciences, urban planning, law, property studies, architecture, or a related field, or equivalent work experience.
- **Skills:** Proven ability to plan, conduct, and execute qualitative research, coupled with excellent writing and editing capabilities.
- **Communication:** Strong verbal and written English skills (proficiency in isiXhosa and/or Afrikaans is an advantage).
- **Interpersonal Skills:** Ability to work constructively and respectfully across diverse groups of people.
- **Self-motivation:** Demonstrated ability to work independently and collaboratively under pressure, with attention to detail.

Desirable Skills

- Familiarity with South African legal and policy frameworks related to land, housing, and spatial planning.
- Experience in media relations, social media, and public communications.
- Proficiency in software tools such as Photoshop, InDesign, Canva, ARCGIS, QGIS, CAD, SketchUp, or Revit.
- Analytical skills to assess spatial plans, frameworks, and land use applications.
- Practical experience with feasibility studies and land-use modelling.
- Quantitative research skills
- Experience in popular education methodologies.

What We Offer

- An opportunity to contribute meaningfully to social and spatial justice.
- A dynamic and collaborative working environment.
- Exposure to impactful work within communities and social movements.

If you are ready to make a difference and align with Ndifuna Ukwazi's mission, we encourage you to apply and join our dedicated team.

Salary: A salary commensurate with experience and with Ndifuna Ukwazi's designated salary bands will be offered.

Location: Cape Town.

How to apply:

To apply

- If you are an architect, urban designer or urban planner: submit your **CV, letter of motivation, one (1) unedited sample of your written work and one (1) sample of your spatial design work** by email to employment@nu.org.za with the subject "NU Vacancy: Researcher".
- For all other applicants: submit your **CV, letter of motivation and two (2) unedited samples of your written work** by email to employment@nu.org.za with the subject "NU Vacancy: Researcher".

In your motivational letter, please give a detailed explanation of why you would like to work at Ndifuna Ukwazi and what qualities and experience you would bring to the post (generalised cover letters that do not engage with Ndifuna Ukwazi and our work will not be considered).

Only complete applications will be considered, and only shortlisted candidates will be contacted for interviews. Ndifuna Ukwazi is committed to transformation and equity in its recruitment processes.

Deadline: 3 February 2024