

Mohammed VI Polytechnic University

Center for Soil and Fertilizer Research in Africa (CESFRA)

Position Announcement

Job Title: Assistant Professor of Pedology

Area of specialization in CESFRA: The incumbent will join the *Soil Inventories and Mapping Group* of CESFRA whose responsibility will be to develop and conduct a research program in pedology; and teach the graduate courses. Hence, the successful candidate should develop a wide range of expertise, mainly, in the areas of soil genesis and classification; soil survey for land use planning, pedo-metrics, soil mineralogy, soil morphology, soil bio-geochemistry, and soil geomorphology.

Job description:

The Center of Excellence for soil and fertilizer CESFRA at the Mohammed VI Polytechnic University (UM6P) invites an application for a full-time position in agronomy at the rank of Assistant Professor.

The successful candidate will plan, develop and conduct applied research programs in pedology focusing on how soils occur and function at landscape, regional and continental scales in both natural and managed ecosystems. Research may also include the role of soils in watershed and ecosystem functions; soil processes and development modelling that affect soil productivity and ecosystem health; soil degradation processes and management; landscape distribution of soil biogeochemical processes; and evaluation of regional scale soil and land use issues. Other duties include graduate advising, and contribution to build up a first-class research-oriented teaching and research programs at UM6P.

The incumbent will be encouraged to work with current faculty in related fields including soil fertility and chemistry, agronomy, fertilizer science, irrigation water management, GIS-RS, geo chemistry, and others. In addition, experiences in and a desire to work with diverse stakeholders is expected.

Evidence of research and teaching excellence is expected. Strong English communication skills, both verbal and written, are required.

Key duties:

Successful candidates are expected to:

- Initiate, develop, and lead joint research projects and programs in pedology in collaboration with multidisciplinary consortia in the field.
- Generate external research funds to support and maintain integrated research programs.
- Establish collaboration and partnerships with industrial institutions.
- Supervise graduate students, develop teaching materials and attract high level-students.
- Publications in well ranked and high impact journals in the field.
- Teach pedology, soil survey and other soil sciences graduate courses,
- Conduct research on spatial distribution of soils in the landscape and methods for mapping, modelling and quantifying soil diversity in the African continent,
- Establish state-of-the-art Soil Informatics Laboratory.
- Contribute to the establishment of African Soil Data Bank.

- Establish and maintain close working relationships with the private and public sectors in order to promote soil science teaching and research.

Criteria of the candidate:

- PhD in soil science, physical geography, earth science or other related fields from a recognized University
- At least 10 years research experience in the tropical and subtropical agricultural environment; preferably in International research environment
- High publication record in leading international and well ranked journals (at least 10 publications in the last 3 years)
- Strong experience in teaching and supervising students and postdocs
- Significant research record and leadership, preferentially on Soil fertility and plant nutrition.
- Excellent verbal and written communication skills in English language.
- High record of grantsmanship that reflects high productivity relative to agronomic research.
- Operate effectively within teams and work groups, participates in problem solving and works collaboratively to achieve goals.
- Organizational dexterity, ability to prioritize and manage multiple projects.
- Maintains positive attitude in changing fast-paced environments and

About UM6P:

Located at the heart of the future Green City of Benguerir, Mohammed VI Polytechnic University (UM6P), a higher education institution with an international standard, is established to serve Morocco and the African continent. Its vision is honed around research and innovation at the service of education and development. This unique nascent university, with its state-of-the-art campus and infrastructure, has woven a sound academic and research network, and its recruitment process is seeking high quality academics and professionals in order to boost its quality-oriented research environment.

OCP group (<http://www.ocpgroup.ma/en/home>), a world leader in fertilizer production plays a great role as a starter client for the University. In parallel, a new portfolio of client is growing in an open spirit, in parallel with the development of an R&D cluster around the university.

UM6P is a very ambitious university, enjoying ample research funding, moderate teaching load, and excellent facilities.

In its research approach, the UM6P promotes transdisciplinary, entrepreneurship spirit and collaboration with external institutions. Either international ones for developing up to date science and at continent level in order to address real challenges.

All our programs run as start-ups and can be self-organized when they reach a critical mass. Thus, academic liberty is promoted as far as funding is developed by research teams.

The research programs are integrated from long-term research to short-term applications in linkage with incubation and start-up ecosystems.

UM6P offers highly competitive salaries at the international level. Our researchers get incentives through a participation to the intellectual property they develop.

About CESFRA:

CESFRA is a Center of Excellence in Soil and Fertilizer Research in Africa at the Mohamed VI Polytechnic University, which is tailored to be a knowledge center, technology and innovation incubator and soil reference archive of the African continent to bolster human welfare, economic growth and environmental sustainability.

Currently, CESFRA is operating with a well-defined and lurid mission of serving the “African continent in its endeavors of transforming agriculture through rummaging customized fertilizer technologies and innovations that boosts productivity of tropical agriculture”.

CESFRA’s core specialties, are:

- African Soils Inventories & Digital Soil Mapping,
- Fertilizer Technologies and innovations and Development for the Tropical and Sub-Tropical Agriculture, and
- Land use systems analyses.

Applications and selection procedure :

- Applications must be sent to: recrutement@um6p.ma , before April 30, 2019 in a single electronic zipped folder with the mention of the job title in the mail’s subject. The folder must contain:
 - A cover letter indicating the position applied for and the main research interests.
 - A detailed CV.
 - A brief research statement.
 - Contact information of 3 references (applicants are assumed to have obtained their references’ consent to be contacted for this matter).
- The short-listed candidates will be invited to meet the university selection committee.

About compensation package :

- Best in class salaries
- 30% annual bonus on gross salary.
- Research budget allowance to professor
- Best in class :
 - IP sharing policy (33% for professor)
 - MOOCs policy (60% for professor)
 - Consulting policy (100% for professor when teaching time is completed)
- Complete benefits including housing, tuition fees, life & medical insurance, retirement, maternity leave and sabbatical.

