It is key for us all to continuously internalise and digest the University’s Strategic Plan, through the research and innovation lens (inclusive of technology and entrepreneurship development). To this end, I am pleased to make the following announcements of some new and exciting developments:

"There is nothing permanent except change" - Heraclitus

**Making Workloads Work**

To consolidate the University’s commitment to the professional development of researchers, we are ready to roll-out the Researcher Development Framework (RDF). The RDF will also be incorporated into the workload policy and guidelines. This makes provision for researcher appointments on reverse workload principles, i.e. 60% Research, 30% Teaching and Learning, and 10% Community Service as a basis.

**Postgrad Centre in full Swing**

The Postgraduate Development Centre under the Directorate of Research, Innovation and Partnerships (DRIP), provides technical services to higher degrees students (Master’s and PhDs). Prof Omotayo Awofolu has been appointed the Acting Director: Research and Postgraduate Development, together with Ms Rennie Munyayi as the Manager of the same division. The team has hit the ground running with several captivating seminars underway. Additionally, students may secure study Hot-desks at the HTTPS by sending bookings to pgdc@nust.na.

**Striving for Financial Mastery**

Ms Nadia Jansen, is leading the finance division of DRIP, as the Research and Innovation Finance Manager, with Ms Rufaro Musiyarira as the Acting Accountant. The duo is responsible for ensuring financial prudence to the University research and innovation, policies of funding agencies and industry partners, amongst others.

**Ready, Set, Innovate!**

Embracing entrepreneurship fosters a culture of innovation and creativity, positioning NUST to effectively contribute to social development. Ms Valerie Garises, has been appointed as the Director: Technology, Innovation and Entrepreneurship, with Ms Moira Cloete as the Acting Entrepreneurship Developer and Ms Delia Maasdorp in the Industry Contracts Analyst position. This is in addition to the current staff complement.