

JOB DESCRIPTION

REFERENCE NUMBER: AP1055

JOB TITLE: Vice-Chancellor and Principal – 5 Year Term

BACKGROUND TO POSITION: The client is seeking a visionary and dynamic leader to drive its new strategy and enhance its standing and reputation as a leading Higher Education Institution. With its guiding motto of Finding Solutions for Africa, the client remains committed to global and academic relevance. The ideal candidate for the Vice-Chancellor and Principal position should possess the requisite strategic skills and vision, be an established academic with a reputable professional stature and demonstrable scholarship. Such a candidate will have a contemporary understanding of the principles to expand, develop a quality and sustainable academic enterprise and its related support functions and follow collaborative approach to lead within a competitive evolving academic environment.

The incumbent will be committed to the uniqueness of the University as articulated in its vision, mission and values, inclusive of the development of a strong institutional advancement and internationalisation strategy and will have the requisite standing to be a highly effective ambassador.

The successful candidate further takes full responsibility for the day-to-day management and administration of the University and will have all the powers necessary to perform these functions. They will take full responsibility for the development of a vibrant inclusive academic culture in support of the client in reaching its strategic objectives.

KEY PERFORMANCE AREAS:

The Vice-Chancellor and Principal reports to the client and will:

- Lead and develop the strategic objectives of the institution in line with its vision, mission and values;
- Provide clear strategic and academic leadership across the University, demonstrating sound decision-making and building superior performing teams by harnessing the energies of staff, commending quality success, promoting shared values whilst instilling a culture of

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- ambition and achievement;
- Further develop and deliver the University's strategy through working with the University Council to articulate a clear and shared sense of the academic performance, standards of purpose and future direction for the institution;
- Create an environment that is inclusive, transparent, innovative and transformational and attracts, develops and empowers people of outstanding talent and creativity;
- Provide clear leadership to further enhance the academic performance, standards and standing of the institution thus ensuring an increasingly competitive environment, the delivery of high-quality teaching and learning, community engagement and research, which is innovative and continues to transform the lives of both students and communities;
- Create an environment conducive for an ambitious research agenda through which the University is recognised for both excellence and research leadership;
- Ensure that the University exceeds the expectations of students through delivery of an outstanding student experience;
- Be a proactive and visible ambassador for the University through enhancing and promoting its achievements, reputation and standing locally, nationally and internationally, continually strengthening the institute's profile;
- Ensure that the University is innovative, agile and adequately positioned to influence and respond decisively to ongoing policy initiatives and changes within a rapidly evolving higher education sector in South Africa and beyond;
- Uphold an excellent standard of accountability, ethics and corporate governance across the University;
- Ensure that the University's financial position is sustainable and positioned for growth, by securing and diversifying funding streams and establishing new partnerships/collaborations with partners within universities in South Africa

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- and internationally;
- Develop, review and implement policy and procedure aligned to the University's vision, mission, values and strategy and inspire staff and provide clear direction through a period of transition;
- Manage transformation to ensure the internationalisation of an organisational and performance culture that supports the strategic imperatives of the University;
- Have overall accountability to the Council for the Human Resource Management, including performance management and development, quality assurance and risk management including safety, health and environment management;
- Take overall accountability for ensuring that the University complies with all the relevant legislations and policies, including statutory reporting to the relevant statutory bodies and government departments including the Department of Higher Education and Training (DHET).

MINIMUM REQUIREMENTS:

- A doctoral degree;
- An outstanding academic career with at least ten (10) years experience in a senior leadership role in an academic institution or research organisation;
- A proven publication track record of academic scholarship in accredited journals and/or publishing houses;
- A demonstrated, thorough knowledge and understanding of the South African Higher Education system as well as the national and international realities of this sector;
- An outstanding, inspirational, strategic and innovative leader with an understanding of the importance of working in collaboration and partnership with staff, students and external stakeholders, deeply committed to academic excellence and the success of the individuals and communities served by the University;
- Excellent communication, negotiation and conflict management skills, including a collaborative leadership approach with high levels of self-awareness and proven ability to

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- empower and motivate staff;
- The vision and passion to create a life-changing and truly transformational student life experience and success, inclusive of student graduateness;
- An unquestionable track record of resilience, transparency, integrity and honesty, with a strong and demonstrable commitment to equality, social mobility and justice;
- Politically astute with a sound understanding of and ability to influence South African Higher Education policies, or evidence of an ability to quickly develop such an understanding and discourse;
- The confidence and courage to take well-considered risks, drawing on the expertise of the University and its stakeholders, including members of Council.

COMPETENCIES:

- Commitment to personal scholarship
- Strategic and visionary leadership
- Resource management
- Building strategic alliances and partnerships
- Personal impact, stature and credibility
- Emotional intelligence and political sensitivity
- Management of complexity and ambiguity
- Quality assurance and risk management
- Policy development
- Corporate governance
- Health and safety management
- Management of transformation and change management
- Decision-making, conflict management and problem solving
- Communication and presentation skills
- Action and delivery orientated
- Team player

APPLICATION REQUIREMENTS:

- A letter of motivation.
- A comprehensive CV.
- An abridged CV.
- Names and contact details for at least 3 referees.
- Certified copies Identity Document, matric and degree certificates including SAQA Certificates.

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To apply please forward your application quoting reference number **AP1055** to Genevieve Michel c/o vcandp@talenting.co.za