

JOB DESCRIPTION

REFERENCE NUMBER:	AP1060
JOB TITLE:	Executive Dean: Faculty of Education (5 Year – Fixed Term)
LOCATION:	Komani Campus
BACKGROUND TO POSITION:	As an executive leader and accountable manager, the incumbent's responsibility is to transform and position the Faculty of Education as a unitary faculty of superior academic excellence committed to social justice within a unitary Walter Sisulu University.

KEY PERFORMANCE AREAS:	KPA 1: Strategy Development • Develop faculty strategy, implement the Walter Sisulu University strategy in the faculty whilst taking account of its multi-campus nature and national imperatives, • Co-determine and be jointly accountable for the successful implementation of the Walter Sisulu University Teaching and Learning strategy and the Research and Innovation strategy, • Co-determine, develop and be jointly accountable for a successful implementation of the overall Walter Sisulu University strategy. KPA 2: People Development and Management • Develop and maintain a standard of Academics with a superior standing, scholarship and performance, • Develop and maintain superior faculty management staff in key positions to lead and implement best people and task management practices, • Develop and maintain support staff effectiveness, joint accountability and people profile (staff and students and students in every mode of delivery), • Implement "Best Practice" staff development and performance management that enforce joint accountability.
-------------------------------	---

JOB DESCRIPTION

KPA 3: Teaching and Learning

- Lead and direct Teaching and Learning practices, processes and competencies that achieve academic excellence and innovation,
- Support the Scholarship of Teaching and Learning to promote teaching and learning innovation,
- Maintain continuous curriculum renewal and deliver socially responsive programmes that are congruent with national imperatives,
- Lead and direct effective academic planning to deliver flagship programmes that provide competitive advantages for the Walter Sisulu University,
- Lead and direct effective enrolment planning to ensure optimal enrolment levels in various academic fields, qualification levels and modes of delivery,
- Align academic programmes and modes of delivery on all campuses,
- Lead quality assurance on academic programmes to ensure academic standards and quality of the student learning experience,
- Ensure professional qualifications meet the minimum standards set by professional bodies,
- Direct the integration of research outputs into teaching and learning to enhance professional qualifications and graduate employability,
- Ensure preparation of students for post-graduate research programmes where relevant,
- Ensure consistent achievement of superior teaching and learning metrics,
- Financially strengthen a third-stream revenue that consistently enhances the financial sustainability of the Walter Sisulu University.

KPA 4: Research and Innovation

- Establish and maintain a research environment and support infrastructure that enables world-class research,
- Implement inter- and trans-disciplinary

JOB DESCRIPTION

- research that differentiates the Walter Sisulu University nationally and internationally,
- Lead, direct and participate in national and international collaboration addressing Walter Sisulu University niche research areas,
 - Ensure research outputs and quality of notable international profile and impact,
 - Lead and direct flagship research entities that provide competitive advantage to the Walter Sisulu University,
 - Cluster research and innovation appropriately around agreed research themes focusing on national and international imperatives,
 - Lead and direct fundamental research, applied research, research in application, curiosity-driven research, blue skies research and directed research,
 - Facilitate differentiation and third-stream revenue generation through innovation and commercialisation.

KPA 5: Community Engagement

- Lead and direct community engagement initiatives that are integrated with teaching and learning as well as research,
- Co-determine community engagement initiatives joint accountability.

KPA 6: External Strategic Relationships

- Promote funding, professional recognition, academic development, employment, research opportunity realisation through effective local and international relationships with peers, higher education institutions, research community, industry, professional bodies and the community,
- Ensure Walter Sisulu University Brand positioning and promotion of joint accountability through effective relationships with national and local government, the community, industry, students, parents, alumni and other stakeholders.

JOB DESCRIPTION

KPA 7: Management and Leadership

- Lead and direct Faculty composition (structure, staffing), effectiveness and efficiency,
- Lead and direct Departments and Research entities' (sub-units) team composition and measure the effectiveness of joint accountability,
- Co-determine joint accountability with leadership team for management effectiveness of the institution,
- Co-determine joint accountability with own team for faculty effectiveness, including governance and management arrangements,
- Lead and direct stakeholder relationship development and effectiveness,
- Ensure corporate governance conformance, reporting and risk management,
- Ensure budgeting, cost management and cost-effectiveness,
- Implement Faculty processes and systems design, utilisation, effectiveness and efficiency,
- Promote personal effectiveness, wholeness and development,
- Promote values-based behaviour leadership and personal compliance.

ESSENTIAL COMPETENCIES:

Functional / Technical Competencies (Knowledge and Skills)

- Thorough knowledge of the RSA Higher Education system,
- Well-developed information and communication technology proficiency,
- Acceptable management accountancy proficiency,
- Acceptable contract development and management proficiency,
- Acceptable knowledge of approaches to student access and support and curriculum design and delivery within the applicable academic fields,
- Aptitude in managing the research-innovation value chain.

JOB DESCRIPTION

INHERENT CRITERIA:

- A Doctorate in a discipline related to the Faculty of Education,
- A minimum of ten (10) years' relevant experience in the higher-education sector, of which five (5) years must have been in a senior and strategic leadership position or in a university,
- Proven research record,
- Must be a Professor/Associate Professor or appointable as Professor/Associate Professor at Walter Sisulu University,
- Professional Accreditation and Registration where applicable.

APPLICATION REQUIREMENTS:

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

To apply please forward your application quoting reference number **AP1060** to Genevieve Michel c/o dean-edu@talenting.co.za

Applicants who had applied responding to our advertisements which closed on 21 July 2023, need not re-apply.

"WSU is committed to employment equity and persons with disabilities are encouraged to apply".