

JOB DESCRIPTION

REFERENCE NUMBER:	AP1076
JOB TITLE:	Deputy Vice-Chancellor: Research and Internationalization (5 Year – Fixed Term)
LOCATION:	uMthata
BACKGROUND TO POSITION:	The Deputy Vice-Chancellor Research and Internationalisation will actively support the Vice-Chancellor and Principal in the leadership and management of the University. S/he will further take full responsibility for the development of a vibrant research culture in support of the key portfolios Research and Innovation, Postgraduate Studies, Library and Information Services, and Partnerships and Internationalisation and that will further give effect to the University reaching its Vision as <i>an impactful, technology-infused African University</i> .

KEY PERFORMANCE AREAS:

KPA 1: Strategic leadership and management

- Develop strategic and operational plans priorities for the portfolios reporting to this role.
- Internalize an institutional and performance culture that supports the implementation of the WSU mission, vision, values and strategic priorities.

KPA 2: Policy development and corporate governance

- Review current policies and procedures and develop new policies and procedures where necessary for the portfolio.

KPA 3: Research and Innovation

- Increase percentage of academic staff rated as “research active”.
- Provide research infrastructure.

KPA 4: Postgraduate Studies

- Increase number of postgraduate students.
- Managing intellectual property, contracts, licensing agreement and commercialisation opportunities and downstream related initiatives.

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KPA 5: Partnerships and Internalisation

- Establish university partnerships with society.
- Enhance internationalisation.

KPA 6: Library and Information Services

- Ensure the provision of modern library and information services.

KPA 7: Quality assurance and risk management

- Ensure the implementation of quality assurance standards/ measures to meet both CHE set standards and the requirements of external bodies for portfolios reporting to this role.
- Risk management.

KPA 8: Resource management: Human resources

- Revisit faculty structures for their appropriateness to assist the university in achieving its strategic priorities.
- Contribute toward recruitment and selection process of staff.
- Performance based contracts for all staff and regular reviews.
- Staff development.
- Promote sound employment relations.
- Human resource administration.

KPA 9: Resource management: Budget and finance

- Operating budgets.
- Financial management.
- Asset management.
- Procurement.
- Pursue 3rd stream income generation initiatives.

KPA 10: Monitoring, evaluation and reporting

- Relevant strategic/operational reports.

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INHERENT CRITERIA:

Minimum Qualifications

- A Doctoral degree

Minimum Experience

- Full or Associate Professor level.
- An established academic/research track record or evidence of excellent accomplishment and recognition in his/her profession.
- A strong personal academic standing for teaching and research, demonstrated by peer recognition, publication, a track record of major projects and appointment at the professorial level.
- At least 10 years' experience in a senior leadership role at a research-led institution and proven capability in academic and intellectual leadership of the university.
- Can think strategically and operationalize this into plans and projects.

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.
- SAQA evaluation certificates for qualifications obtained outside of South Africa.

To apply please forward your application quoting reference number **AP1076** to Genevieve Michel c/o shireen1076@talenting.co.za