

JOB DESCRIPTION

REFERENCE NUMBER: AP1107

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

LOCATION: Bloemfontein

BACKGROUND TO POSITION: The University of the Free State’s Vision 130 aspires for the UFS to be a research-led and regionally engaged University that contributes to development and social justice through the production of globally competitive graduates and knowledge. With this vision, the University of the Free State commits to continuously renewing itself to ensure the retention of our vitality and relevance; beyond merely seeking to survive current and future change, the UFS aims to continue to grow and extend its influence and impact locally, regionally, and globally.

The University of the Free State has seen outstanding leadership – leaders who have embraced, managed, and dynamically led the University through the issues of the day. The University is seeking to appoint a new Vice-Chancellor and Principal who has a clear understanding of teaching and learning excellence, supported by impactful and wide-ranging research, underpinned by innovation, collaboration, and interdisciplinarity.

The Vice-Chancellor and Principal is the head of the University, responsible for the academic stature of the institution and its effective and efficient management. The Vice-Chancellor and Principal is accountable to the University Council and is assisted in the management and administration of the university by the members of the executive and the senior management team.

The appointment is for a five-year term with the possibility of reappointment for a further term.

DUTIES AND RESPONSIBILITIES:

The Vice-Chancellor and Principal assumes overarching responsibility for:

- Driving Vision 130 and the University’s strategic plan with courage, integrity, and a deep commitment to teaching and research excellence, social justice, and the achievement of a transformed institution;

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- Managing the University to ensure that it is locally and globally competitive, financially sustainable, and environmentally and socially responsible;
- Implementing the University's strategic, change, and operational initiatives;
- Facilitating and promoting external fundraising;
- Facilitating and managing sound policies and practices for the functioning of the University;
- Establishing, maintaining, and promoting sound relations with staff and students and with key stakeholders locally, nationally, and internationally;
- Identifying and managing the strategic and operational risks to which the University may be exposed; and
- Ensuring local, regional, and international participation by the University.

REQUIREMENTS

A doctoral degree would generally be required, and the ideal candidate will be someone who meets the following criteria:

- Has a distinguished academic and research record.
- Recognised academic standing as a professor or eligibility for appointment to the rank of professor.
- A minimum of ten years of proven high-level leadership success at an executive level, having progressed through the academic/management hierarchy.
- Proven leadership, management, and communication skills at senior management level in higher education.
- An ability to successfully manage leadership teams, and to empower, motivate, and unite staff, students, and other stakeholders to achieve the shared objectives of the institution.
- Track record of visionary, innovative, and strategic leadership, and commitment to excellence in successfully developing and overseeing the implementation of fundamental change in complex spaces.
- Experience of human resources and financial management appropriate to the level of appointment.

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- Demonstrated knowledge of the funding arrangements for higher education and a deep understanding of the financial health and sustainability of universities.
- Proven record as a fundraiser.
- Proven understanding and appreciation of the pressures and opportunities in the higher education sector, locally and globally.
- A commitment to harnessing technology to achieve the strategic objectives of the University and to support the University in preparing graduates fit for the workplace of the future.
- A commitment to sustaining and a track record for further developing a student-centred, transformed, inclusive, and multilingual culture for all stakeholders, especially students.
- A proven record of well-developed national and international networks that will support growth for the University and its stakeholders.

As part of the interview process, provisionally shortlisted candidates will be expected to deliver a short presentation to the Selection Committee and the community of the UFS.

APPLICATION REQUIREMENTS:

- A letter of motivation indicating how you meet the requirements.
- Your vision for the University of the Free State
- A comprehensive CV.
- An abridged CV.
- Names and contact details for at least 5 referees.
- Certified copies of matric and degree certificates and Identity Document.

To apply please forward your application quoting reference number **AP1107** to Genevieve Michel c/o shireen1107@talenting.co.za

Those who already submitted an application on the previous round by the University of Free State need not re-apply.