

JOB DESCRIPTION

REFERENCE NUMBER:	AP 594
JOB TITLE:	Vice-Chancellor & Principal
LOCATION:	Walter Sisulu University, Mthatha
BACKGROUND TO POSITION:	The current Vice-Chancellor will be retiring at the end of March 2021, making way for a new leader. The University's core business is teaching, research and community engagement. Its four campuses in Butterworth, Buffalo City, Mthatha and Queenstown offer over 175 qualifications with the following priority programme focus areas: • Science, engineering and technology • Communication, business and management • Education • Accounting and management sciences • Health sciences • Natural sciences • Humanities, social sciences and law.
KEY PERFORMANCE AREAS:	As the Chief Executive Officer, the new incumbent will be responsible for the day to day management and administration of the University and, in the absence of the Chancellor, s/he will also be called upon to perform those functions. Reporting to the University Council, and by virtue of the new incumbent's office, s/he will be a member of all committees of Council and Senate. The new incumbent will be supported by each of the dedicated Campus Rectors and take overall responsibility for the development of a vibrant academic culture across all sites (as described above) and ensure that the University reaches its strategic objectives as a leading comprehensive university in South Africa and in particular, the Eastern Cape region. Key to the new incumbent's success will be their ability to lead and reinforce the University's academic imperatives, whilst maintain the sound financial footing established in recent years.

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Key Performance Areas:

- Strategy development and execution to ensure the implementation of the WSU mission, vision, values and strategic priorities
- Establishment of an enabling environment with state-of-the-art facilities and equipment to support the academic portfolio
- Institutional-level strategic portfolio management, namely, Teaching and learning; Research; Community engagement; Academic support functions; Marketing, Communication and Advancement; Academic administration and governance; Student Affairs; Human Resources; Finance; Support services (ICT infrastructure and support, Facilities, etc.)
- Quality assurance and risk management
- SHE Management (section 16 (2) responsibilities assigned by OHS Act)
- Policy and procedure development and implementation aligned to the University's mission, vision, values and strategic objectives
- Lead and inspire staff and provide clear direction towards the achievement of University objectives
- Manage transformation to ensure the internalisation of an organisational and performance culture that supports the strategic imperatives of the institution
- Stakeholder relations management and partnerships
- Performance management, including academic staff learning and development
- Budget/financial and asset management
- Monitoring, evaluation and reporting.

Whilst not essential, a current and good understanding of the University and its challenges will give the new incumbent the edge, particularly as it pertains to stabilising the institution through the sound and uniform implementation of key

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processes, procedures and systems. An assertively diplomatic individual who exhibits 'business presence' and an ability to instil a sense of 'ownership' and accountability for all constituents and stakeholders, is the profile of person sought. Being firm and resolute, will aid the laying of a solid foundation as the University continues its journey of transformation and a well-envisaged future (please see Vision and Mission above).

INHERENT CRITERIA:

It is important to note, that being a rural and developmental university means it has challenges, unlike other universities.

- A doctoral degree from an accredited institution
- A qualification in management is required
- Be an outstanding academic, with an established track record in the academic environment, and a minimum of 5 years' experience in a senior executive leadership¹ position in a university/institution of higher learning. Applicants with senior leadership experience gained in a rural setting where developmental growth has been a key focus, will have an advantage.

¹Senior leadership to mean DVCs, Rector, Principal, Vice Principal or similar. Any uncertainty with regard this definition can be discussed with HR and/or the Selection Committee.

- Preference will be given to Employment Equity candidates, particularly women
- Knowledge and understanding of higher education generally, including international imperatives that affect it, as well as a sound knowledge and understanding of policies and trends in South African Higher Education in particular.
- A proven record of good governance.
- A proven record of strategic, motivational and decisive leadership.
- A combination of creativity and openness to innovation.
- Ability to negotiate and manage risks.
- Must be a visionary who can think

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- strategically and to turn ideas into action
- Must be able to mobilise and inspire others towards shared goals
- Must have the ability to network and form partnerships with government, industry, business and similar stakeholders
- Must have excellent and effective interpersonal and communication skills
- Must have a good understanding of and experience in change management implementation
- Must have demonstrable and unquestionable integrity, standing and accomplishments relevant to a tertiary institution, inclusive of excellent communication skills, public speaking ability, critical and analytical skills, a quick, decisive and participative management style and the ability and willingness to respond to difficult situations as they arise.

APPLICATION REQUIREMENTS:

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

To apply please forward your application quoting reference number **AP594** to Genevieve Michel c/o wsuVC@talenting.co.za