



**The University of KwaZulu-Natal (UKZN) is committed to Employment Equity**

### **EXECUTIVE MANAGEMENT VACANCY**

The University of KwaZulu-Natal (UKZN) is situated in the subtropical seaside city of Durban and in the Midlands city of Pietermaritzburg, capital of the province of KwaZulu-Natal, South Africa. The University is one of the largest residential universities in sub-Saharan Africa and is located on five campuses - Edgewood, Pietermaritzburg, Howard College, Westville and the Nelson R Mandela School of Medicine.

UKZN is one of the leading research intensive and teaching universities in South Africa and the continent. As one of South Africa's pre-eminent research institutions, the University provides a dynamic environment for all facets of the research and innovation covering spectrum the natural, biomedical and social sciences as well as the humanities.

The University is structured on a College model with four Colleges, namely:

- (i) Agriculture, Engineering and Science;
- (ii) Health Sciences;
- (iii) Humanities; as well as
- (iv) Law and Management Studies.

For more information regarding the University profile please visits our website and feel free to interact with us: <http://www.ukzn.ac.za>

### **DEPUTY VICE-CHANCELLOR AND COLLEGE HEAD (DVC)**

#### **FIVE (5) YEAR FIXED TERM APPOINTMENT**

#### **COLLEGE OF LAW AND MANAGEMENT STUDIES**

#### **REFERENCE NO. EX01/2020**

The Deputy Vice-Chancellor and Head of College is the highest academic leadership position within the University's College structure and is responsible for leading the academic and research strategy and realising the academic mandate of the University. It is therefore imperative that the DVC leads by example. The role is however dual in nature namely College specific and University-wide, and as part of the Executive Management of the University, the DVC is also responsible for University-wide strategic, financial and risk planning and the successful governance and management of the University in line with its vision, mission and goals.

At College level the DVC oversees the implementation of the institutional strategic plan focussing on the key areas of research, scholarship, teaching and community engagement; ensures proper management and direction of financial, staffing and physical resources, champions employment equity and transformation, and implements consultative, participatory and transparent systems of governance to promote collegiality and build strong teams.

### **Requirements**

- Full Professor for five years with experience in an academic/research leadership role
- PhD/Doctorate Degree in a discipline relevant to the College
- Demonstrated track record of fundraising and attracting competitive research grants
- Five (5) years' experience in the leadership of a school, faculty or business unit of significant size and complexity. This would include being responsible for the human resources and financial management of the College.
- Five (5) years' experience of management and development of staff in the achievement of institutional objectives
- An established academic and internationally renowned scholar with an excellent publication and research record and portfolio of scholarship achievements which may be indicated by the following:
  - (i) Research publications
  - (ii) NRF rating or equivalent
  - (iii) Evidence of research impact
  - (iv) Academic Awards
  - (v) Visiting Professorships/Fellowships
  - (vi) Invitations to present papers at national and international conferences
  - (vii) Serving on Boards of scholarly journals etc.
- Understanding of the higher education environment in SA and the relevant legislation
- A broad understanding of developments in the various disciplines within the relevant College at a regional, national and global level.

Internal candidates will retain their substantive post, to which they will revert on conclusion of the five-year appointment. Appointment of external candidates may be underpinned by a permanent substantive professorial appointment in their academic discipline.

### **Personal and Leadership Attributes**

The successful candidate must be a credible individual of unquestionable integrity with strong interpersonal and financial capabilities, who is an institutional leader and is able to establish substantive networks internally and externally with different stakeholders.

In addition, s/he would be expected to:

- Provide strategic direction, and demonstrate ability to build and retain talent and manage teams

- Be results oriented whilst displaying resilience, demonstrate commitment to action, and high levels of emotional intelligence
- Foster productive working relationships with all stakeholders providing competent and respectful leadership as well as living the University values encapsulated in R.E.A.C.H.<sup>T</sup>
- Lead institutional transformation and mobilise support for change through a high-level appreciation of the requirements for managing change effectively within the Higher Education sector
- Have a broad *understanding* of developments in the Higher Education sector both locally and globally
- The ability to communicate in IsiZulu would be advantageous.

### **General Information**

Applicants are required to provide:

- a detailed motivation highlighting their experience in each of the requirements listed above
- a detailed CV including full record of research, publications and teaching
- the name, telephone, fax and e-mail address of three referees who are able to confirm experience listed in motivation or CV.

Applications for the post of Deputy Vice Chancellor and College Head: College of Law and Management Studies should be sent for the attention of Ms Nonjabulo Zondi, HR Operations and Services Manager, Human Resources, University of KwaZulu-Natal, Westville Campus, and Private Bag X 54001, Durban, 4000 or e-mail: [ZondiN3@ukzn.ac.za](mailto:ZondiN3@ukzn.ac.za)

Please state the relevant reference number in your subject line.

Please note that:

- A job profile is available upon request
- The closing date for receipt of applications is **28 February 2020**
- Only shortlisted candidates will be contacted
- The University reserves the right not to make an appointment