

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

**EXECUTIVE MANAGEMENT VACANCY**

**DEPUTY VICE-CHANCELLOR and HEAD OF COLLEGE**

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

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 Umbilo Road.

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

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

- Agriculture, Engineering and Science;
- Health Sciences;
- Humanities; and
- Law and Management Studies;

noting that all Colleges have a presence on at least three of the University's five campuses. UKZN offers approximately 2000 academic programmes at both undergraduate and postgraduate levels, with some 45 000 students and approximately 4000 staff members.

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

**DEPUTY VICE-CHANCELLOR AND HEAD OF COLLEGE**

**COLLEGE OF LAW AND MANAGEMENT STUDIES**

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

**REFERENCE NUMBER: EX01/2022**

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 and Head of College is also responsible for the University-wide strategic, financial and risk planning and the successful governance

and management of the University in line with its vision, mission and goals. The DVC and Head of College reports to the Vice-Chancellor and Principal.

At College level the DVC oversees the implementation of the institutional strategic plan focusing 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 (5) years together with a minimum of ten (10) years' experience in an academic / research leadership role.
- PhD/Doctoral Degree in a discipline relevant to the College
- 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 that division / section / unit.
- Five (5) years' experience of line management and development of staff in the achievement of institutional objectives
- Demonstrated track record of fundraising and attracting competitive research grants
- Evidence of being 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.
- An understanding of the higher education environment in SA and the relevant legislation.
- A broad understanding of developments in the various disciplines within the College of Law and Management Studies 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. The appointment of external candidates may be underpinned by a permanent substantive professorial appointment in their academic discipline after their contract is ended.

### **Personal and Leadership Attributes**

The incumbent must be an individual with unquestionable integrity and interpersonal capabilities, who is an institutional leader with strong financial capabilities, and is able to foster interpersonal relationships within the Colleges and Professional Services Sector involving staff across the institution and foster relationship with 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 embodying 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 numbers and e-mail address of three (3) referees who are able to confirm the experience listed in the motivation or CV.

Applications for the post of Deputy Vice-Chancellor and Head of College: College of Law and Management Studies should be sent for the attention of Ms Mandisa Mbatani, HR Consultant: Human Resources, University of KwaZulu-Natal, Westville Campus, Private Bag X54001, Durban, 4000 or e-mail: [Mbatani@ukzn.ac.za](mailto:Mbatani@ukzn.ac.za)

Please state the relevant reference number and your name in your subject line.

### **Please note that:**

- A job profile is available upon request
- The closing date for receipt of applications is **13 November 2022**
- Only shortlisted candidates will be contacted
- The University reserves the right not to make an appointment.