

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

**EXECUTIVE MANAGEMENT VACANCY  
DEPUTY VICE-CHANCELLOR AND COLLEGE HEAD (DVC)**

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 three African universities rated amongst the top 500 universities of the world according to the Academic Rankings of World Universities (ARWU). As a research-led university UKZN is one of the most productive universities in South Africa in terms of the Department of Higher Education and Training (DHET) research outputs.

As one of South Africa's pre-eminent research institutions, the University provides a dynamic environment for all facets of the research and innovation spectrum. Research activities span the natural, biomedical, social sciences and the humanities.

The University also boasts some of the best teaching and research facilities on the continent. Approximately 2 000 academic programmes at both undergraduate and postgraduate levels are offered at UKZN, with 45 000 students, of whom approximately 10 000 are postgraduates. The University is structured on a College model with four Colleges - Agriculture, Engineering and Science; Health Sciences; Humanities; and Law and Management.

The College of Humanities contributed 27.24% in 2014 and 27.16% in 2015 of the total Research Output of the University and has 51% of PhD-qualified Academic Staff.

For more information regarding the University profile please visit 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 HUMANITIES  
REFERENCE NO. EX04/2017**

The University expects all its staff, including its senior leadership, to live and entrench the University values through demonstrating Respect, Excellence, Accountability, Client Orientation and Honesty (REACH<sup>1</sup>) as a Corporate Culture.

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 forms part of the Executive Management of the University. The DVC is also jointly 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 learning, and community engagement. S/he ensures proper management and direction of financial, staffing and physical resources. Furthermore, s/he should champion employment equity and transformation and implement consultative, participatory and transparent systems of governance to promote collegiality and build strong teams.

The DVC of this College is expected to play a strategic role nationally, in the development and improvement of education and research in the various areas within the humanities.

### **Requirements**

- Full Professor equivalent with at least five years' experience in an academic/research leadership role
- PhD/Doctorate Degree in a discipline relevant to the College
- An established academic leader and scholar with an excellent publication and research record and proven excellence in teaching and learning at a level to attract respect and credibility from within the University, international scholars and other relevant external bodies
- Demonstrated track record of fundraising and attracting competitive research grants
- Five (5) years' experience in the leadership of a school, faculty or research/business unit of significant size and complexity. This would include accountability and responsibility for human resources and financial management
- Five (5) years' experience of management and development of staff in the achievement of institutional objectives
- Understanding of the higher education environment in SA and the relevant legislation as well as knowledge of key international trends
- 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**

We are seeking an individual with strong leadership capabilities, who is able to foster sound interpersonal relationships among staff and students and across the institution and with stakeholders, and create a positive climate within the College.

- To provide academic and strategic direction to the College
- To champion and facilitate the delivery of greater results
- To manage human and financial resources
- To manage stakeholders, internal and external

- To manage self and others
- To foster productive working relationships

The ability to communicate in IsiZulu would be advantageous.

### **General Information**

Applicants are required to provide:

- a detailed motivation highlighting their eligibility and experience in each of the requirements listed above
- a detailed CV including full record of research, publications and teaching
- an abridged CV (maximum 2 pages)
- the name, telephone, fax and e-mail address of three referees who are able to confirm the credentials and experience listed in motivation or CV.

Please submit the above for the attention of Mrs Nadia Lasich, Manager: Human Resources, University of KwaZulu-Natal, Howard College Campus, Private Bag X54001, Durban, 4000 or e-mail: [lasich@ukzn.ac.za](mailto:lasich@ukzn.ac.za)

Please state the relevant reference number in your subject line.

The University Senate-approved criteria for Professors is available on the HR Vacancies Website under Academic Process Procedures and Guidelines – <http://vacancies.ukzn.ac.za/Home.aspx>

Please note that:

- A job profile is available upon request
- The closing date for receipt of applications is **22 September 2017**
- Only shortlisted candidates will be contacted