



## **Namibia University of Science and Technology (NUST)**

In accordance with the NUST Act, Section 13 (1), the Vice-Chancellor is the Chief Executive Officer of the University. S/he provides strategic institutional leadership and oversight by developing and driving the mission, strategies and advancement of the University.

# **Vice-Chancellor**

### **Qualifications and Experience**

- A Doctorate in a field of Natural Science, Technology, Engineering or Mathematics from an internationally recognised university.
- A high level of professional scholarly maturity, preferably at the rank of Professor.
- At least 10 years of executive leadership experience in higher education with a deep understanding of the operations and affairs of a university, exhibiting the following:-
  - A distinguished academic record with a proven record of research and service leadership.
  - A distinguished record of strategic and resources management (human, financial, etc).
  - A successful track record of fundraising and international networks.
  - A proven history of stakeholder/partnership development and management.
  - Sound and proven knowledge of global social, political, educational and economic dimensions.
  - A deep understanding of the dimensions of diversity and transformation in higher education.

### **Skills**

- Demonstrable ability to exercise academic leadership in a culturally diverse environment.
- Demonstrable ability to manage organisational learning and knowledge management strategies.
- In-depth and demonstrable ability to manage strategic organisational and business process.
- Exceptional communication, analytical, interpersonal and networking skills.
- A high level of:-
  - personal motivation, energy and enthusiasm
  - agility, resilience and ability to work effectively under pressure.
  - emotional maturity, approachability, flexibility and a change-oriented, innovative attitude.

### **Key performance areas**

The Vice-Chancellor, primarily with support of Deputy Vice-Chancellors and Deans, is responsible for the leadership, management and direction of the academic and administrative affairs of the University. This includes the following:

- Providing academic, strategic and transformational leadership to the University in line with the principles enshrined in the NUST Act, Statutes, Policies, Rules and Regulations, thereby ensuring the efficient and effective management and administration of the University.
- Ensuring compliance with the relevant legislation and performance management objectives.
- Promoting and maintaining good governance of the University, its institutional autonomy and freedom of inquiry and expression.
- Analysing and articulating the University's strategic vision and direction, and identifying opportunities to advance and deliver on that vision and mandate.
- Leading the creation and implementation of policies and strategies in compliance with the University's policy and strategic frameworks.
- On the advice of Council, setting the University's goals and the determining priorities and allocation of resources to meet the set goals.
- Guiding the executive leadership team and staff in the effective and responsible operations of the University in the use of resources, focusing on operational excellence and sound fiscal performance.
- Representing the University as its public persona in the media, with government and all other stakeholders and promoting its interests internally and externally with the private and public sectors and other stakeholders.
- Establishing an inclusive institutional culture that respects the constitutional rights of the individual, fosters free academic inquiry and expression, and gives rise to a sense of loyalty, ownership and pride among all stakeholders.
- Establishing and enhancing national and international collaborations and the University's ranking.
- Engaging actively with the broader higher education landscape globally.

### **Presentation**

The shortlisted candidates will be invited to make presentations to the University community, which will elucidate the following:

- Sound knowledge and understanding of the key challenges and opportunities in a fast-changing higher education environment in Namibia and globally.
- A clear vision for NUST as a credible university with global standing.

Confidential applications, giving full particulars and contact details, should be addressed to [nust@heidrick.com](mailto:nust@heidrick.com) **Closing date:** 12 October 2018.