 

**GREAT ZIMBABWE UNIVERSITY**

Great Zimbabwe University, an equal opportunity employer, invites applications from suitably qualified and experienced persons to fill the following posts that have arisen within the institution:

1. **PRO VICE CHANCELLOR, INDUSTRIALISATION, BUSINESS DEVELOPMENT AND STRATEGIC PARTNERSHIPS (1 POST)**

***(Re-advertisement,******members who have applied previously need not reapply)***

The Pro-Vice Chancellor for Industrialisation, Business Development and Strategic Partnerships is responsible for initiating, recommending, implementing, and monitoring policies, systems and procedures dealing with University industrialisation, business development and strategic partnerships. The Pro-Vice Chancellor for Industrialisation, Business Development and Strategic Partnerships reports to the Vice Chancellor and serves in his stead whenever requested and also works in collaboration with key administration leaders such as the Registrar, the Bursar, the Librarian and Dean of Students.

**The Duties and Responsibilities**

The incumbent will be responsible for

* Initiating, recommending, implementing and monitoring policies, systems and procedures dealing with University industrialisation, business development and strategic partnerships.
* Leading in the creation of Spinoffs, Joint Ventures and other short term and long term income generating projects.
* Providing leadership, oversight and direction to the Schools in all industrialisation, business development programmes, strategic partnerships and the services that support them;
* Driving and implementing Education 5.0 across Schools;
* Facilitating, supervising and development of business development and strategic partnerships;
* Mobilising financial and human capital as well as technology resources and other resources for the University;
* Providing leadership in business development and strategic partnerships for the University;
* Superintending over the establishment and the operations of innovation hubs which transform knowledge into wealth/ tangible products;
* Supervising quality assurance policies which incorporates governance in Schools leading to development of patents and copyrights in the institution;
* Ensuring protection of Intellectual Property;
* Spearheading and supervising sound scholarships through internationalisation of students and staff recruitment, which is an integral part of modern University;
* Supervision of industrialisation, business development and strategic partnerships seminar series which discuss matters of international repute;
* Fostering strategic partnerships that promote internationalisation of curriculum to include industrialization and business development;
* Developing performance benchmarks and quality monitoring and evaluation frameworks for the institution’s innovation hubs and industrial parks;
* Working with other executive members of the University, School Deans and Directors to identify opportunities for industralisation, business development and strategic partnership;
* Develop mechanisms for promoting innovation and production of goods and services with private and public companies, regional and international organisations, and other academic institutions;
* Coordinating and facilitating collaboration with industry leading to the setting up of industrial hubs and parks; and
* Setting up corporate governance and compliance issues, risk identification and management for the University.
* Ensuring internal compliance with national and international quality standards in the manufacturing, marketing and administrative process associated with running projects and business; and
* Setting up business management systems that comply with best practice in procurement, processing, marketing and distribution value chains.

**Academic Qualifications**

The Pro-Vice Chancellor for Industrialisation, Business Development and Strategic Partnerships should be a full Professor or Associate Professor who possesses an earned doctoral degree from an accredited institution and demonstrated analytical and business/problem solving skills are essential. A business related qualification would be an added advantage.

**Competences and Experience**

The ideal candidate must:

* Be a prominent academic with a minimum of twelve (12) years of related work experience, of which five (5) years should be at senior management level within a University institution at the level of Dean, Director or better;
* Have a proven record of scholarship, research, publications, collaborations, networking and resource mobilisation;
* Possess substantial experience in strategic academic planning, policy development, budgeting, and academic personnel administration in a higher education setting;
* Experience in financial management, budgeting and ability to create wealth and to assist in the development and implementation of the University business projects; and
* Have the ability to establish public and private partnerships to foster business relationships.

The post requires an outstanding academic with a distinguished record of industrialization, business development, strategic partnerships and implementations of business projects. Experience in field work, project and higher degree supervision, as well as a proven track record of research, publications, collaboration, networking and resource mobilisation is a requirement. Additional attributes that would have to be demonstrated are resourcefulness, interpersonal communication skills, ability to work with a team, provide leadership and embrace diversity. In addition the candidate must be an individual of personal and professional integrity with a distinguished record of accomplishment in higher education and proven record of business achievement.

**2.** **SCHOOL OF MEDICAL AND HEALTH SCIENCES**

 **FULL–TIME LECTURESHIP / SENIOR LECTURESHIP / ASSOCIATE PROFESSORSHIP/ PROFESSORSHIP**

**2.1.1 Department of Anatomy (1 POST)**

 Applicants must hold a Doctoral Degree or equivalent in gross Human Anatomy, or Neuroanatomy or Histology, a Masters degree, a Bachelor of Science Intercalated degree in any of the above and must be able to teach at least two of the following modules; Gross Anatomy, Histology, Neuroanatomy and Embryology. Applicants who can show progress towards acquiring a relevant Doctoral Degree may be considered. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

 **2.1.2 Department of Behavioural Sciences (1 POST)**

 Applicants must hold a Doctoral Degree or equivalent in Behavioral Sciences, or Clinical Psychology, a Masters degree, a first degree in the above and must be able to teach in the discipline. Applicants who can show progress towards acquiring a relevant Doctoral Degree may be considered. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.3 Department of BIOCHEMISTRY (1 POST)**

 Applicants must hold a Doctoral Degree or equivalent in Biochemistry, a Masters degree and a Bachelor of Science degree in the above and must be able to teach in the subject. Applicants who can show progress towards acquiring a relevant Doctoral Degree may be considered.

 Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.4 Department of Physiology (1 POST)**

 Applicants must hold a Doctoral Degree or equivalent in Physiology, a Masters degree and a Bachelor of Science Intercalated degree in the above and must be able to teach in the discipline. Applicants who can show progress towards acquiring a relevant Doctoral Degree may be considered. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.5 DEPARTMENT OF TRADITIONAL AND HERBAL MEDICINE (1 POST)**

 Applicants must hold a Doctorate or equivalent in Traditional and Herbal medicine or Phytochemistry, a Master’s degree in the above and must be able to teach in the discipline. Applicants who can show progress towards a relevant doctoral degree may be considered. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.6 DEPARTMENT OF INTERNAL MEDICINE (1 POST)**

 Applicants must hold a first degree in medicine and surgery (MBChB) or equivalent and be registered as such by the Medical and Dental Practitioners’ Council through a current valid annual practicing certificate. Possession of a post graduate qualification in medicine such as MMED Medicine or equivalent and registration as a specialist are requirements. Successful candidates are expected to mentor clerkships of junior doctors during their internship and staff development medical fellows undergoing specialist training with the College of Physicians for East, Central, and Southern Africa. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.7 DEPARTMENT OF PEDIATRICS (1 POST)**

 Applicants must hold a first degree in medicine and surgery (MBChB) or equivalent and be registered as such by the Medical and Dental Practitioners’ Council through a current valid annual practicing certificate. Possession of a post graduate qualification in Pediatrics such as MMED Pediatrics or equivalent and registration as a specialist are requirements. Successful candidates are expected to mentor clerkships of junior doctors during their internship and staff development medical fellows undergoing specialist training with the College of East, Central, and Southern Africa. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.8 DEPARTMENT OF ANESTHETICS (1 POST)**

 Applicants must hold a first degree in medicine and surgery (MBChB) or equivalent and be registered as such by the Medical and Dental Practitioners’ Council through a current valid annual practicing certificate. Possession of a post graduate qualification such as MMED Anesthesia or equivalent and registration as a specialist are requirements. Successful candidates are expected to mentor clerkships of junior doctors during their internship and staff development medical fellows undergoing specialist training with the College for East, Central, and Southern Africa. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.9 DEPARTMENT OF SURGERY (1 POST)**

 Applicants must hold a first degree in medicine and surgery (MBChB) or equivalent and be registered as such by the Medical and Dental Practitioners’ Council through a current valid annual practicing certificate. Possession of a post graduate qualification in general surgery such as MMED Surgery or equivalent and registration as a specialist are requirements. Successful candidates are expected to mentor clerkships of junior doctors during their internship and staff development medical fellows undergoing specialist training with the College of Surgeons for East, Central, and Southern Africa. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.10 DEPARTMENT OF OBSTETRICS AND GYNECOLOGY (1 POST)**

 Applicants must hold a first degree in medicine and surgery (MBChB) or equivalent and be registered as such by the Medical and Dental Practitioners’ Council through a current valid annual practicing certificate. Possession of a post graduate qualification such as MMED obstetrics and gynecology or equivalent and registration as a specialist are requirements. Successful candidates are expected to mentor clerkships of junior doctors during their internship and staff development medical fellows undergoing specialist training with the College for East, Central, and Southern Africa. Teaching experience at tertiary or University level and possession of a Postgraduate Diploma in Higher and Tertiary Education will be an added advantage. Successful applicants without a Postgraduate Diploma in Higher and Tertiary Education will be required to obtain the same within the first three (3) years of appointment.

**2.1.11** **CHIEF TECHNICIAN (1 POST)**

 Applicants must hold a Masters degree or equivalent in Medical Laboratory Sciences, a first degree in the above and must be registered with the Medical Laboratory and possess current practice licence. Candidates should have experience in teaching, supervising and conducting practicals in a multidisciplinary setting preferably at Higher and Tertiary institutions. Possession of experience in setting up equipment for clinical laboratories is an added advantage.

 **Police clearance is mandatory for successful candidates.**

 **Members who have applied previously need not reapply**

Applicants must submit six copies of applications of the following: application letter, certified copies of academic certificates, national identity card, birth certificate and detailed curriculum vitae to:

**The Registrar**

**Great Zimbabwe University**

**P.O. Box 1235**

**MASVINGO**

**OR**

**Email applications to hr@gzu.ac.zw**

 **The closing date for receipt of applications is Friday, 26 February, 2021.**