



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. PROVICE CHANCELLOR, ACADEMIC AFFAIRS, RESEARCH AND INNOVATION (1 POST)

The Pro-Vice Chancellor for Academic Affairs, Research and Innovation is responsible for all academic-related affairs and leadership, strategic partnerships and industrialisation. The candidate shall be responsible for oversight of all academic policies, direction, programmes and services that support them. The Pro-Vice Chancellor for Academic Affairs, Research and Innovation 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.

Duties and Responsibilities

- Providing leadership, oversight and direction to the Schools in all academic and industrialisation policies, programs, strategic partnerships and the services that support them;
- Driving and implementing Education 5.0 across Schools;
- Facilitating, supervising and development of research grants and proposal that generate international recognition;
- Developing and supervising quality standards including championing research and scholarship of highest standards;
- Supervising research in Schools leading to development of patents and copyrights in the institution;
- Ensuring protection of Intellectual Property;
- Spearheading and supervising sound scholarship through mentoring and providing opportunities for mentoring academics;
- Developing and superintending over research clusters in the University;
- Supervision of research seminar series and overseeing research symposiums which discuss matters of international repute;
- Fostering partnerships that promote internationalisation of curriculum and the University;
- 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 business development;
- In conjunction with the Director Quality Assurance and Academic Planning, oversee the modernisation of the University's research, teaching, learning, curricular and service facilities for the benefit of students, staff, collaborating partners and stakeholders;
- Develop mechanisms for promoting innovation and production of goods and services with private and public companies, regional and international organisations, and other academic institutions;
- Promoting the internationalisation of University's academic, research and innovation;
- Providing an oversight to the activities of the University Research Board;

Academic Qualifications

The Pro-Vice Chancellor for Academic Affairs, Research and Innovation should be a full Professor or Associate Professor who possesses an earned doctoral degree in an academic discipline from an accredited institution

Competences and Experience

The ideal candidate must:

- Be a prominent academic with a minimum of 12 years of related work experience, with at least 10 years spent in a supervisory/leadership role within a university or tertiary institution;
- Have a proven record of scholarship, research, publications, collaborations, networking and resource mobilisation; and
- Possess substantial experience in strategic academic planning, policy development, budgeting, and academic personnel administration in a higher education setting.

2. SCHOOL DEANS

2.1 Dean, Simon Muzenda School of Arts, Culture and Heritage Studies (1 Post)

2.2 Dean, Munhumutapa School of Commerce (1 Post)

Deanship is a senior position in the University with incumbents being chief academic and administrative officers in Schools. The Dean's position is a full-time contract appointment, for a period of up to four years, subject to renewal on satisfactory performance.

Desired Attributes

The Dean should:-

- Have an earned doctorate in the area of specialty
- Be a scholar of note with credibility among his/her academic peers
- Offer academic leadership
- Be innovative
- Be able to plan effectively and to inspire and motivate staff in the School

- Have a strategic vision for his/her School and for the role of the School in the institution
- Have proven management skills

Duties and Responsibilities

- Being the chief academic and administrative officer in School;
- Providing academic and administrative leadership in the School for the attainment of both corporate and School goals;
- Promoting and implementing Education 5.0 with regard to teaching, research, University service, innovation and industrialisation;
- Contributing to the strategic goals of the University by drawing up and implementing School business plans;
- Maintaining performance standards and ensuring fulfillment of the service conditions for all members of staff within the School;
- Ensuring quality control at school level;
- Generating revenue for the School through partnerships and collaboration;
- Effective management of the infrastructure and other assets of the School;
- Networking and facilitating collaborations for the benefit of both students and staff;
- Chairing meetings of the School and other University Committees;
- Contributing to the evolution and maintenance of a conducive environment for learning at the University; and
- Developing and maintaining relations with alumni of the School and with other organisations and persons, with a view to enriching the academic programmes offered by the School.

The ideal candidate must have at least eight (8) years experience in higher education. 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.

Police clearance is mandatory for successful candidates.

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 Deputy Registrar, Human Resources and Legal Affairs
Great Zimbabwe University
P.O. Box 1235
MASVINGO**

The closing date for receipt of applications is 17 January, 2020.