



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

VICE CHANCELLOR'S POST (RE-ADVERTISEMENT)

The Council of Manicaland State University of Applied Sciences (MSUAS), in consultation with the Minister of Higher and Tertiary Education, Innovation, Science and Technology Development, invites applications for the position of Vice Chancellor

1. Job Summary

The Vice Chancellor is the Chief Executive Officer of the University in terms of the University Act. Subject to the general control of the Council, the Vice Chancellor is the Chief academic, administrative and disciplinary officer of the University, with general responsibility of maintaining and promoting the efficiency, effectiveness and integrity of the University. The Vice Chancellor reports to the University Council.

2. University Mandate

The MSUAS mandate is spelt out in the Act, **CAP 25:31, and Section 4 (1)** which reads:-

- a) Specialisation in applied sciences, mineral sciences, forestry sciences, agricultural sciences and tourism and hospitality.**
- b) The advancement of knowledge through teaching, research and learning and**
- c) The nurturing of the intellectual, aesthetic, social and moral growth of the students.**

Further to the foregoing mandate, the University is expected to implement the Heritage Based Education 5.0 as prescribed in the Ministry Strategic Plan.

3. Person Specification

The post requires a very well respected academic with a distinguished and proven record in higher education management at senior level who is able to give innovative leadership in an academic institution with diverse areas of specialization. Bearing in mind the fact that the effectiveness, direction and reputation of an institution of higher learning, at any given time, is as good as that of its leader, the Vice Chancellor should possess the under-listed competencies and attributes:

- Be a visionary leader and strategic leader who can create and shape the university's culture, guide and inspire the university, speak for the university, think about the university and represent the university always and everywhere.
- Be an effective and charismatic communicator who can articulate and market the vision of the institution to all key stakeholders, with a view to obtaining their buy-in and teamwork.
- Be fully committed to embrace and implement the mandate of the University and maintain the developmental ethos and thrust of the institution on the desired course and path.
- Be a holder of an earned Doctorate Degree from a recognized University and be a Full Professor.
- Have at least 10 years' working experience at a senior administrative level in a related Higher and Tertiary Education or Research Institution.
- Have proven knowledge and in-depth understanding of Heritage Based Education 5.0 as it underpins the role of universities and tertiary institutions in driving knowledge-based economies for modern nations.
- Be able to foster a culture that can drive the University into an incubation center of innovation.
- Be able to lead by example and inspire staff and students to come up with innovations that can be patented.
- Be a respected professional who exudes personal integrity and loyalty to the organization.
- Be able to demonstrate a predisposition to embrace and manage change for the survival of the institution in both challenging and good times.
- Be globally and constantly aware of developments in the changing socio-political landscape and be poised to exploit opportunities.
- Be able to promote efficient resource mobilization and utilization, which reflect the core business and mandate of the institution.
- Have technical appreciation and understanding of the University finances, effective administrative controls, budgeting, planning, investment analysis,

information communication technology and human resource management systems.

- Be preoccupied with issues of quality assurance across the whole spectrum of teaching, learning and research, including outreach programmes and Private Public Partnerships (PPPs).
- Be an ethical leader with a proven record of practicing good corporate governance.
- Be very conversant with and fully committed to the adoption and implementation of the multi-campus approach.
- Be able to demonstrate entrepreneurial skills which will see the university establish and grow its capital base.
- Be able to ensure that the University is able to provide technological and engineering solutions to the surrounding community and the nation at large;
- Be able to develop and maintain positive and progressive relationships with a wide range of internal and external stakeholders including the Council, the Senate, faculty, students, staff, alumni, community and national leaders, and funding agencies, other educational institutions, and officials in all levels of government within and outside the country;
- Be able to attract the best high end skills for the University's teaching, research and innovative staff and provide enabling environment for the creation of technology driven start-ups and incubation of industries to generate income for the University and employment for its graduates;
- Be able to ensure that the University has a diversified or mixed international students body and faculty;
- Be able to ensure that the University has a state of the art cultural, recreational and sporting facilities.
- Should be at least 40 years of age at the time of application.

4. Qualifications and Experience

The Council and indeed the Government, are looking for an individual of personal and professional integrity with a distinguished track record of accomplishment in higher education and/or a relevant professional field.

- At least an earned doctorate or equivalent professional degree.
- A proven track record of at least ten (10) years' experience in Higher Education Management in a diverse academic institution.

5. REMUNERATION AND CONDITION OF SERVICE

The University offers;

- A negotiable attractive remuneration package in accordance with the University Terms and Conditions of Service,
- Medical Aid, Leave and Pension benefits, and

- A five (5) year performance-related renewable contract.

Information on these and other benefits will be disclosed during the interview.

6. EXPRESSION OF INTEREST

Interested and qualified persons should submit eight (8) sets of the applications consisting of the application letter, **certified copies of birth and academic certificates, I.D** as well as a **Curriculum Vitae** giving full personal particulars including full names, place and date of birth, qualifications, experience, present salary, date of availability, contact details, names and email addresses of three (3) contactable referees.

Applications, clearly marked Vice Chancellor's Post on the envelope, should be addressed to:

**Chairman of Council
c/o The Deputy Registrar
Manicaland State University of Applied Sciences
P. Bag 7001
Mutare**

Expressions of interest can be submitted by post or hand delivered to the Deputy Registrar's Office not later than 30th October 2020.

NB: Those who have applied need not to re-apply

Closing Date: 30 October 2020