



SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY

SCHOOL OF MEDICINE

Sefako Makgatho Health Sciences University (SMU) is on a renewal path with exciting and unique opportunities to shape the training of medical and other health professionals, and scientists in general. We are on a vigorous campaign to attract top talent to join our exciting journey, as reflected in the opportunities below:

CLINICAL ASSOCIATE PROFESSOR/ASSOCIATE PROFESSOR/PROFESSOR AND DEAN OF SCHOOL (1 post)

Ref. 76/2024/MMM/DEAN

The University is looking for an energetic individual with the requisite academic stature who will be responsible for the strategic leadership and management of the School. The School of Medicine (SoM) is home to both Diagnostic Radiography, Emergency Medical Care and Medicine undergraduate programmes, together with a host of postgraduate offerings across a wider disciplinary spectrum.

The incumbent will be appointed substantively as either a Clinical Professor or Associate Professor or Full Professor and a five (5) year term appointment as Dean of the School. The appointment may be renewed for a further term of office, subject to performance. The incumbent will report to the DVC: Academic and Research.

REQUIREMENTS

- PhD or equivalent qualification or a professional Master's degree and credentials meeting the requirements for Clinical Associate Professor, Associate Professor or Full Professorship
- Registration with HPCSA as a Medical Practitioner
- Minimum of eight (8) years' experience in tertiary education and/or clinical/professional training at a senior/leadership level
- A soundtrack record as an academic including a research track record and proof of postgraduate supervision
- Capacity to create an environment conducive for optimal research productivity
- Appropriate experience in working in various academic and administrative functions especially related to teaching and learning and research and both at the policy development and implementation levels

- Strong demonstrable commitment to transformation and diversity, and the ability to lead and manage a diverse staff complement
- An understanding of the challenges facing the higher education sector in South Africa
- Exceptional written and verbal communication skills
- Excellent conflict management and administrative skills
- Exceptional emotional intelligence, and resilience to function under pressure
- Absolute professional integrity and stature

RECOMMENDATIONS

- Rating with the National Research Foundation (NRF) in South Africa or the potential for rating within a one-/two-year period
- Experience in interdisciplinary and transdisciplinary research and fundraising
- Other management qualifications, diploma and certificates will be strong recommendation

COMPETENCIES

- Technical/ professional knowledge and skill
- Resource management
- People management including performance management
- Building strategic alliances and partnerships
- Personal impact, stature, and credibility
- Emotional intelligence and political sensitivity
- Management of complexity and ambiguity
- Action orientated
- Facilitating change
- Team player

KEY PERFORMANCE AREAS (KPA's)

Academic and Research Leadership

- Strategy development for the following portfolios within the School
 - Teaching and learning;
 - Community engagement;
 - Clinical/professional training;
 - Quality assurance and enhancement;
 - Student academic development and support;
 - Research;
 - Postgraduate Studies; and
 - Innovation
- Co-ordinate academic activities in the areas of teaching and learning, research, clinical/professional training, and community engagement at a school level
- Initiate forward planning in terms of new and relevant course structures and relevant academic developments, as well as the demands for future expansion
- Develop and implement teaching and learning programmes within the school's discipline/s and promote inter-disciplinary co-operation and innovation in curriculum development
- Set research priorities, develop research partnerships, and build relevant research capacity within the relevant fields

- Establish, maintain, and extend the school's contact with other academic and research institutions and with the related professions
- Promote supervision and mentorship of post-graduate students
- Ensure the implementation of quality assurance standards/measures to meet both internally set standards and the requirements of external bodies for portfolios reporting to this role
- Exploring alternative funding opportunities for the core activities of the academic project of the school

Management

- Ensure optimal utilisation of resources – performance management - (human, financial and infrastructural) to meet the school's short and long-term academic goals
- Manage interpersonal conflicts and relationships in a fair, equitable and professional manner
- Manage/co-ordinate the recruitment, appointment and placement of staff and facilitate the seamless relationship between clinical platforms and the University
- Risk management
- SHE Management (section 16 (2) responsibilities assigned by OHS Act)
- Manage change and institutional culture processes at a school level
- Promote social responsibility and awareness, and engagement with external stakeholders

Student Affairs

- Interact with students and deal with students' affairs e.g. admission of students and ensuring that members of staff are accessible to students and that students are treated with courtesy and consideration
- Promote healthy staff-student relations within the school, and the speedy resolution of problems raised by school representatives and individual students
- Ensure that the school is made aware of the need for academic development programmes, where necessary in improving total student experience

Academic Citizenship

- Acts as the academic leader and mentor in the school
- Actively involved as a member of the University's strategy development and implementation team
- Ensure compliance with all academic quality and policy criteria and protocol by the school

Communication

- Ensure that decisions taken at School Boards are communicated to HoD/Chairs and various committee structures within the School
- Ensure that all decisions of Council and Management relevant to the school and its programmes are appropriately communicated
- Ensure that the needs and the interests of the school, its staff and students are appropriately communicated to the relevant university authorities

General

- Ensure compliance with legislation and University policies and regulations

- Contribute to the overall development of SMU and actively improve institutional culture
 - Carry out other functions as may be required by the DVC and/or Vice-Chancellor
-

Closing date: 13 September 2024

Applications from the employment agencies will not be considered.

Typed applications **quoting the reference number** which should contain a comprehensive curriculum vitae, certified copies of all qualifications and contact details of three referees, should be forwarded, for the attention of **Mrs. MM Makgati**, to the Human Resources Department, P.O Box 68, Medunsa, 0204 or e-mail applications in MS Word format, to hr.recruitment2@smu.ac.za

Applications should be accompanied by:

- **A full curriculum vitae; as well as**
- **An abbreviated (no more than two pages) curriculum vitae**
- **A self-evaluation by the applicant of his/her suitability for appointment**
- **The applicant's vision for the portfolio**
- **The names and contact details of at least three referees (provided that the University reserves the right to appoint and consult its own referees)**
- **An indication in writing by the candidate that he/she accepts the applicable Appointment Regulation and Procedure of the University**

All applications will be treated as strictly confidential. We correspond with all our candidates.

All candidates shortlisted will be required to submit themselves to competency assessment.

It is the applicant's responsibility to have foreign qualifications evaluated by the South African qualification Authority (SAQA). Failure to submit the requested documents/information will result in your application not being considered.

Enquiries regarding conditions of service: (012) 521-4393 or hr.recruitment2@smu.ac.za

The Sefako Makgatho Health Sciences University is an Equal Opportunity and Affirmative Action Employer.

Correspondence will be limited to short-listed candidates only. Applicants who have not been contacted within 30 days of the closing date must consider their applications as unsuccessful.

The University reserves the right not to make an appointment