



SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY

OFFICE OF THE VICE CHANCELLOR

Sefako Makgatho Health Sciences University (SMU) is a comprehensive university located in Ga-Rankuwa, north of Pretoria. The institution holds a distinctive and exciting mandate to shape the education and training of medical practitioners, health professionals, and scientists across various disciplines.

In 2024 SMU proudly marked a decade of excellence in higher education. Since its establishment, SMU has devoted itself to the mission of developing a dynamic learning environment, prioritizing both student success and academic innovation. The university's commitment to building, optimizing, and stabilizing a supportive campus has resulted in a thriving institution known for its academic quality, groundbreaking research, and dedicated community service.

This relentless pursuit of excellence culminated in an outstanding achievement: SMU earned a top spot in the Times Higher Education World University Rankings, securing 11th place among South Africa's universities. This recognition highlights SMU's transformation into one of the nation's foremost institutions in health sciences education, underpinned by a commitment to social relevance, cutting-edge research, and impactful community engagement.

The University wishes to invite applications for the following five-year **fixed-term contract** position:

DEPUTY VICE CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION
(1 Post)

(5-year contract appointment)

Ref no: 111/2025/MMM/P2

The DVC: Research, Innovation and Internationalisation actively support the Vice-Chancellor in the leadership and management of the University. S/he will further take full responsibility for the development of vibrant research, innovation and internationalisation culture that will give effect to the university reaching its strategic objectives as a leading comprehensive university, both regionally and nationally. The incumbent reports to the Vice-Chancellor will furthermore be responsible for the key performance and areas and competencies listed below:

MINIMUM REQUIREMENTS

- A Doctoral degree

- At least ten (10) years' experience in executive/senior management (the position of Dean and Head of Academic Department is regarded as senior management) at an institution of higher learning
- An established research track record with NRF rating and/ or other indication of international stature and/or appointment at the professorial level
- Demonstrate a track record of supervising postgraduate students
- Evidence of attracting grant funding, raising money for research and initiating international research collaborations
- Advanced knowledge, insight and strategic execution capabilities in the development of the innovation, technology transfer and commercialisation ecosystem
- Has an understanding of developments in the higher education arena locally in South Africa, and further afield
- Understands institutional cultural transformation and organizational alignment
- Can think strategically and operationalise this into plans and projects and align budgets accordingly
- Superior interpersonal skills and must be able to operate at all levels of the organisation
- Strategic leadership and people management skills

COMPETENCIES

- Technical/ professional knowledge and skill
- Strategic and visionary leadership
- 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
- Management of transformation and change management
- Quality assurance and risk management
- Corporate governance
- Health and safety management
- Decision-making and problem solving
- Communication and presentation skills
- Action orientated
- Team player

KEY PERFORMANCE AREAS (KPA's)

- Strategy development and execution for the following key portfolios of the academic project:
 - o Research;
 - o Innovation;
 - o Internationalisation
- Establishing an enabling environment with state of the art facilities and equipment to support the Research, Innovation and Internationalisation portfolios of the academic project

- 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
- Policy and procedure development and implementation aligned to the SMU mission, vision, values and strategic objectives
- Managing intellectual property, contracts, licensing agreements and commercialisation opportunities
- Exploring alternative funding opportunities for the core activities of research, innovation and internationalisation at the university
- Human resource management in that s/he is responsible for:
 - o The development and regular review of structures for its appropriateness to assist the university in achieving its strategic objectives in research, innovation and internationalisation
 - o Attracting high quality academic/research employees
- Internalize an institutional and performance culture at SMU that supports the implementation of the university mission, vision, values and strategic priorities
- Re-engineer academic business processes to improve effectiveness and efficiency in research, innovation and internationalisation
- Lead and inspire staff and provide clear direction through a period of transition
- Manage transformation to ensure the internalization of an organisational and performance culture that supports the strategic imperatives of SMU
- Stakeholder relations management and partnerships
- Risk management
- SHE Management (section 16 (2) responsibilities assigned by OHS Act)
- Perform budget/financial, asset management, annual staffing and operating budget and capex
- Monitoring, evaluation and reporting
- Contribute to the overall development of SMU and actively improve institutional culture

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Closing date: 9 January 2026

This appointment is a five-year renewable contract appointment based on performance

Applications from Employment Agencies will not be considered.

Application procedure:

Candidates should submit their applications to the acting Senior Director: Human Resources, for the attention of Ms. Lebo Molefe at hr.recruitment1@smu.ac.za by **no later than 12:00** on the closing date stated in this advertisement.

Applications should be accompanied by:

- **A full curriculum vitae, as well as an abbreviated (no more than two pages) curriculum vitae**
- **Copies of the Identity document or passport**
- **Copies of qualifications**
- **The candidate's declaration of intent**

- 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); and
- An indication in writing by the candidate that he/she accepts the applicable Appointment Regulation and Procedure of the University

All candidates shortlisted will be required to submit themselves to competency assessment before the formal interview session.

It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA) and submit the outcome of the SAQA evaluation, together with such qualifications. Failure to submit the requested documents/ information will result in your application not being considered.

Telephonic enquiries regarding conditions of service must be directed to the acting Senior Director: Human Resources: (012) 521- 5786/4393.

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

Correspondence will be limited to short-listed candidates only.

The University reserves the right not to make an appointment.