



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: ACADEMIC AND COMMUNITY ENGAGEMENT (1 Post)
(5-year contract appointment)

Ref no: 110/2025/MMM/P2

The Deputy Vice-Chancellor: Academic and Community Engagement actively supports the Vice-Chancellor in the leadership and management functions of the University. S/he will further take full responsibility for the development of a vibrant academic culture in support of the key portfolios of Academic and community engagement that will give effect to the university's strategic objective to be a leading comprehensive university, both nationally and internationally. The incumbent reports to the Vice-Chancellor will furthermore be responsible for the key performance 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 or an equivalent
- An outstanding academic and proven research track record
- Experience in areas of teaching and learning, innovative course and programme design, academic development and support
- Must be familiar with current trends in curriculum development, including but not limited to issues such as decoloniality
- Must have experience with digital scholarly resources, online learning and technology
- A track record of successfully managing and integrating a sizable and complex portfolio
- Knowledge and experience of modern developments regarding teaching and learning within an educational environment
- Experience in the engagement of institutions of learning with their communities as informed by institutional expertise and capacity
- An understanding of recent developments in the higher education sector, nationally and internationally
- Proven national and international networks related to the functions embedded in the portfolio
- A successful record of leadership and teamwork
- Proven ability to mobilize and inspire others towards shared goals
- Proven understanding of institutional cultural transformation and strategic organizational development
- Superior interpersonal skills and the ability to function at all levels within the organization
- Strategic leadership and people management skills

COMPETENCIES

- Technical/ professional knowledge and skill
- Strategic and visionary leadership
- Resource management
- Excellent 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
- Excellent communication and presentation skills
- Action orientated
- Team player

KEY PERFORMANCE AREAS (KPA's)

- Strategy development and execution for the academic and community engagement portfolio and related academic support functions allocated to this portfolio by the Vice-Chancellor from time to time
- Establishing an enabling environment with state of the art facilities and equipment to support the above mentioned key portfolios
- 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 portfolio
- Policy and procedure development and implementation aligned to the SMU mission, vision, values and strategic objectives
- Exploring alternative funding opportunities for the core activities of the academic project at the university
- Human resource management in that s/he is responsible for:
 - The development and regular review of academic structures for its appropriateness to assist the university in achieving its strategic objectives for the academic project
 - Attracting top academic leadership and staff
- Promote a performance and transformational culture at SMU, that supports the implementation of the University's mission, vision, values and strategic priorities
- Re-engineer academic business processes to improve effectiveness and efficiency in the respective portfolios
- Lead and inspire staff and provide clear direction through a period of transition
- Stakeholder relations management and partnerships
- Develop and implement an academic staff development program
- 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

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;**

- Certified copies of the Identity document or passport
- Certified 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). 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.