



SEFAKO MAKGATHO HEALTH SCIENCES UNIVERSITY

OFFICE OF THE VICE CHANCELLOR

Sefako Makgatho Health Sciences University (SMU) offers professional health sciences training and education in a range of fields through excellence in teaching, learning, innovative research and community engagements. SMU is situated in Ga-Rankuwa (North of Pretoria) and the following **five-year contract** position is currently available.

DEPUTY VICE CHANCELLOR: ACADEMIC AND RESEARCH (1 Post) (5-year contract appointment)

REF: 70/2021/MMM/P2

SMU seeks an accomplished leader and team player with the requisite academic stature for the position of DVC: Academic and Research to actively support the Vice-Chancellor in the leadership and management of the University. S/he will take full responsibility for the development of a vibrant research and academic culture in support of the academic health sciences project (Schools) of SMU and its academic supporting functions in positioning SMU, as a leading comprehensive health sciences university, both regionally and nationally. The incumbent reports to the Vice-Chancellor and must meet the requirements, competencies and be responsible for the key performance areas below.

MINIMUM REQUIREMENTS

- A Doctoral degree in Health Sciences
- Fifteen (15) years minimum experience in the higher education context is essential, with at least ten (10) years in teaching, learning and research
- Ten (10) years proven experience in an academic leadership capacity (Dean/Deputy Dean/Head of Academic Department)
- An outstanding academic with an established research track record and experience in a senior leadership role in an academic institution or research organization;
- A sound National Research Foundation (NRF) rating will be an advantage
- Understands integrated institutional cultural transformation and organizational alignment;
- Computer skills (MS Office suite)
- Strong interpersonal skills and ethics of team work

COMPETENCIES

- Technical/ professional knowledge and skill
- Strategic and visionary leadership
- Manage complexity and ambiguity, and think strategically under pressure
- Superior interpersonal skills, within excellent communication and presentation skills
- Personal impact, stature and credibility
- High work ethic and standards

- Collaboration and team work
- People management with the ability to inspire, mobilise and empower people of diverse backgrounds to larger scale transformation or innovation
- Build strategic alliances and partnerships
- Emotional intelligence and political sensitivity
- Management of transformation and change management
- Decision-making and problem solving in the face of ambiguous, uncertain and conflicting situations
- Team player

KEY PERFORMANCE AREAS (KPA's)

- Accountable and provides institutional academic and research leadership in respect of the Schools and the supporting functions to the academic schools, namely:
 - Research and Innovation;
 - Library Services;
 - Centre for University Teaching and Learning;
 - Electron Microscopy function; and
 - Internationalisation
- Establishing an enabling environment with state of the art facilities and equipment to support the above key portfolios
- Implementing new and innovative learning methods, supported by teaching
- Accountable for the Research and innovation function, including developing plans and goals for research capacity growth aligned to the university strategy
- 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;
- Exploring alternative funding opportunities for the core activities of the academic project at the university;
- Leads the function in community engagement and collaboration, and builds and develops multi-stakeholder partnerships with communities, civil society, government and business
- Leading schools in developing intergraded community engagement projects
- Development and regular review of academic structures for its appropriateness to assist the University in achieving its strategic objectives for the academic project and attracting top academic leadership and staff.
- Develops plans, and goals for internationalisation aligned with University strategy
- 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 the portfolios for this role;
- 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;
- Generic leadership roles expected of leaders at this level to execute in the governance of the institution and their own span of control, namely people management (including performance management), academic staff learning and development; risk management, SHE management and perform budget/financial asset management;

- Monitoring, evaluation and reporting.
- Perform such duties as the employer may from time to time assign
- Actively create healthy culture of impeccable ethics, sound governance and accountability

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Closing date: 28 SEPTEMBER 2021

Applications from Employment Agencies will not be considered.

Typed applications (**quoting the reference number**) which should contain documents mentioned below should be forwarded, for the attention of **Mrs MM Makgati**, to the Human Resources Department, P.O Box 68, Medunsa, 0204 by e-mail at hr.recruitment2@smu.ac.za

Documentation required for application:

- **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 applicants 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.**

The applications can also be posted OR hand delivered to:

Human Resources Department, 5th Floor, Clinical Pathology building, Sefako Makgatho Health Sciences University, Molotlegi street, Ga-Rankuwa, OR Human Resources Department, P.O Box, 68, MEDUNSA, 0204

All candidates shortlisted will be required to submit themselves to a 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.

Telephonic enquiries regarding conditions of service: (012) 521-4393/4707.

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

Correspondence will be limited to short-listed candidates only. Applications 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.