



**VAAL UNIVERSITY**  
OF TECHNOLOGY

## INTERNAL & EXTERNAL

**POST: VICE-CHANCELLOR AND PRINCIPAL**  
**POST N°: 0004 | PEROMNES GRADE: 01**

The Vaal University of Technology (VUT), located in Vanderbijlpark in Gauteng Province, offers exciting unique opportunities to shape the training of employable, entrepreneurial graduates. The University wishes to invite applications for the above senior management position **(five-year contract)**:

### **ROLE DESCRIPTION:**

The Vice-Chancellor and Principal is ex officio the Chief Executive and Accounting Officer of the University and is responsible for the management and administration of the Institution. VUT is seeking a dynamic and visionary leader to drive forward the university's new strategy and to further develop our standing and reputation as a leading University of Technology, firmly rooted in modern-day relevance.

Our next Vice-Chancellor and Principal will possess the requisite strategic vision, commercial acumen, and collaborative approach to leadership within an academic environment. The successful candidate will be committed to the uniqueness of VUT as articulated in its mission, vision, and values and will have the national and international standing to be a highly effective ambassador for the university. The incumbent reports to Council.

### **MINIMUM REQUIREMENTS**

1. A Doctoral degree.
2. A strong publishing and fundraising track record.
3. An academic with an established track record coupled with extensive experience in a relevant senior leadership role.
4. Substantial involvement in successful strategic planning and management of people, finances, and other resources.
5. Successful experience in leading and embedding major processes and cultural change initiatives, turnaround strategies and organisation-wide projects involving a range of internal and external stakeholders.
6. An unquestionable track record of integrity, resilience, openness, and honesty with a strong and demonstrable commitment to equality and social mobility throughout the institution.
7. Politically astute with a sound understanding of and ability to influence South Africa's higher education policies or evidence of an ability to quickly develop such an understanding.
8. Possess an understanding of developments in the higher education arena locally in South Africa, and further afield.

### **ADDITIONAL ADVANTAGES:**

- Full Professor level achieved.
- Leadership experience at a University of Technology.
- Executive Management Development Programme or Masters' in Business Administration.

### **COMPETENCIES:**

- An ability to develop and articulate a compelling and clear strategic vision for the University which will unite internal stakeholders around a common set of ambitions.
- Operational competence and commercial acumen, with robust financial management skills and an ability to drive growth and generate income.
- An ability to lead, motivate, and inspire and to give strong strategic direction to a strong and committed senior leadership team.
- Established expertise in the management of transformation and change management.
- An ability to engender trust and engaged followership and engaged followership.

- Excellent networking and relationship-building skills, with an ability to build credibility, trust, and respect with a wide range of stakeholders, both internally and externally.
- An ability to fundraise and lead advancement activities.
- Ambition, enthusiasm, drive, and determination.
- A high degree of courage and resilience, coupled with openness and integrity, warmth and honesty.
- Excellent emotional intelligence and well-cultivated political sensitivity, and recognised excellence in the management of complexity and ambiguity.
- An outstanding leader, inspirational, strategic, and innovative, with an understanding of the importance of working in collaboration and partnership with staff, students, and external partners, deeply committed to academic excellence and the success of the individuals and communities we serve.
- The vision and passion to create a lifechanging and truly transformational student experience, inclusive of graduate employability and industry engagement.
- The confidence and courage to take well considered risks drawing on the expertise of the university and its stakeholders, including members of the Council.

### **CLOSING DATE FOR APPLICATIONS: FRIDAY 25 AUGUST 2023 @ 12:00**

Applications should include:

1. A fully completed prescribed application form which can be obtained from [www.vut.ac.za](https://www.vut.ac.za/wp-content/uploads/2023/03/VUT-Application-for-Employment-form-Final-002.pdf)  
<https://www.vut.ac.za/wp-content/uploads/2023/03/VUT-Application-for-Employment-form-Final-002.pdf>
2. A detailed curriculum vitae (explicitly stating experience or knowledge in the above-mentioned fields)
3. An abbreviated (no more than two pages) curriculum vitae
4. Declaration of intent
5. Certified copies of all academic records and certificates/degrees
6. Certified copy of ID
7. Current contact information of three (3) referees
8. A written indication that you accept the applicable appointment regulations and procedure of the University
9. Please email applications to [vicechancellor@basadzi.co.za](mailto:vicechancellor@basadzi.co.za) and quote the post reference and post description in the subject line. Applications to any other email address will not be considered.
10. No manual applications will be accepted. Incomplete applications or applications without the application form and required documents will be disregarded.
11. Only applications made on our application for employment form would be considered.
12. Communication will be entered into with short-listed candidates only. If you don't hear from VUT within 3 months deem your application as unsuccessful.

Enquiries may be directed to:

Basadzi Media & Personnel HR Administrator on Tel 012-998 8953

**Please Note: Submission of such copies entitles Vaal University of Technology to authenticate the qualifications without any further consent from the applicant. Candidates with foreign qualifications must submit a SAQA certificate of evaluation. Vaal University of Technology is an equal opportunity and affirmative action employer, which is committed to the implementation of its employment equity plan. People from designated groups are encouraged to apply. Only shortlisted candidates will be contacted.**

**VUT reserves the right not to make an appointment**

**By applying for this position, you give permission to share your information with the selection panel or the relevant people involved in the recruitment process.**