



#### **VISION**

##### **Shape and own the future**

To be a transforming, equitable, sustainable, and academically excellent University of Technology anchored in its communities.

#### **MISSION**

To offer technological, career-directed educational programmes focussing on innovative problem-solving research and engage with government, business, industry and communities as end-users.

**VICE-CHANCELLOR AND PRINCIPAL  
FIVE (5) YEAR FIXED TERM PERFORMANCE-BASED CONTRACT  
POST NO: VCO1**

Mangosuthu University of Technology seeks to employ an accomplished visionary leader to provide academic and strategic leadership in advancing its vision, mission and strategic objectives. The Vice-Chancellor and Principal is the Chief Executive and Accounting Officer of the University and takes on the overall responsibility for the academic, research stature and administrative management of the University.

The successful candidate will be accountable to the University Council, assisted by a team of executive and senior management in the execution of his/her mandate. As the Head of the University, he/she must have a clear understanding of the challenges, opportunities and developments in the higher education sector nationally, across Africa as well as internationally.

**Key Performance Areas:** The Vice-Chancellor and Principal will be expected to:

- Manage the University in line with its Vision, Mission and Strategic Objectives;
- Provide strategic leadership to the University;
- Ensure that the University is a policies-run institution;
- Facilitate the provision of appropriate resources (human capital, property, plant and equipment) required for the University to achieve its mandate and mission;
- Manage the University's risks;
- Ensure financial sustainability of the University;
- Report on behalf of and about the University and its operations;
- Promote positive strategic stakeholder relations; and
- Be a line manager to the positions that report to the Vice-Chancellor and Principal.

**Minimum requirements:**

- A Doctoral qualification (earned).

- A minimum 10 years' experience at Senior Management level of which 5 years must be at a senior executive role in an academic or academic administrative institution (University, College, or Research Council).
- Knowledge and understanding of higher education legislation, associated industry practices, other regulatory frameworks, policies and the associated risk management thereof.

#### **Skills and attributes**

- Executive leadership
- Be results-oriented
- Demonstrable effective networking and fund-raising skills
- The ability to interact at all levels
- Good problem-solving skills
- Excellent communication skills
- Good interpersonal skills

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Remuneration: We offer a negotiable market-related total cost-to-company remuneration package.

The University's retirement age is 65 years. A five (5) year performance-based contract will be offered with the expectation of the successful incumbent being able to serve the full term.

Applications should be sent to the Department of Human Resources and Development, Mangosuthu University of Technology via email: [vcrecruitment@mut.ac.za](mailto:vcrecruitment@mut.ac.za), with the following information:

- (a) Fully completed MUT application for employment form (downloadable from [www.mut.ac.za](http://www.mut.ac.za));
- (b) Candidate's full curriculum vitae;
- (c) A brief statement by the candidate reflecting their suitability and vision for the position;
- (d) Certified copies of degrees/diplomas/qualifications (please provide academic transcripts and SAQA evaluation certificate, if qualifications were obtained outside South Africa);
- (e) The names and contact details of three (3) relevant referees who can provide a substantive written, independent and verifiable reference;
- (f) Certificate of honourable discharge from the last three (3) employers excluding current employer;

- (g) Certificate / letter of good standing from professional bodies where applicable;
- (h) A list of social media accounts for screening purposes;
- (i) Signed declaration of civil disputes, criminal record, pending and/or concluded misconduct or poor performance matters, medical boarding, and any adverse ethical issues MUT should be aware of regarding the applicant (as an addendum to application form).

Enquiries: Mr D. Brijlal on Tel. (031) 907-7329

**Closing Date:** 10 May 2024

**Mangosuthu University of Technology is committed to meeting the objectives of Employment Equity to improve representativity within the institution. Preference will be given to applicants from designated groups in accordance with our Employment Equity targets.**

The University reserves the right not to make an appointment.