

# UNIVERSITY OF SOUTH AFRICA

Applications are hereby invited for the under mentioned position

## VICE-PRINCIPAL: RESEARCH, POSTGRADUATE STUDIES, INNOVATION AND COMMERCIALISATION

**Five (5) year Fixed-Term Contract Appointment • Ref: VP: RPSI&C/UNISA/2018**

Unisa is a comprehensive Open Distance and e-Learning University committed to strong scholarship, critical thinking and self-reflection, producing quality graduates and promoting excellence in research and innovation. The University is guided by the principles of lifelong learning, student centeredness, innovation and creativity which find expression in Unisa 2030 Strategy. The University is inviting applications for the position of Vice-Principal: Research, Postgraduate Studies, Innovation and Commercialisation. This position forms an integral part of the Executive Management Team and reports to the Principal and Vice Chancellor.

### Purpose of the job

To provide thought leadership and collaborative strategic direction in research innovation, post-graduate studies, commercialization, and library services, whilst promoting increased interdisciplinary approaches in research across the University, in accordance with relevant legislation and in alignment with the Unisa 2016-2030 Strategy and Open Distance and e-Learning (ODEL) Business Model.

### Key Performance Areas

#### Strategic direction and governance

- Providing strategic direction and monitor the achievement of the Portfolio's strategy in alignment with the overall Unisa 2016-2030 Strategy and ODeL Business Model.
- Overseeing the development, implementation and review of the Portfolio's strategy, plans, policies, procedures, practices, processes and systems.
- Providing strategic leadership regarding all the operations of the Portfolio from an overall perspective, which includes:
  - Research and Innovation
  - Library Services
  - Post-Graduate Studies
  - Commercialisation
  - Library Services
  - Engaged Scholarship

#### Functional execution

- Ensuring appropriate strategies and policies are in place to recruit and retain excellent researchers and post-graduate students.
- Developing and implementing strategies in collaboration with the College of Graduate Studies to grow the post graduate enrolments and outputs.
- Ensuring that systems are in place to maximise opportunities for the commercialisation of research.
- Formulating responses to internal and external consultation papers relating to research.
- Establishing and maintaining recognition of the University as a national and international centre of excellence in research and knowledge matter.

#### Client/Stakeholder Relations

- Promote strategic partnerships and collaborations.
- Build and maintain effective and meaningful relationships with all stakeholders and communicate in an influential manner.

#### Financial stewardship and risk management

- Overseeing and monitoring Portfolio expenditure within budgeted parameters and reporting on variances periodically.
- Ensuring effective asset management.
- Manage Portfolio risks through identification, reporting and developing mitigation plans.

#### People management

- Leading, mentoring and empowering employees and change within the Portfolio to promote performance, conducive working environment and cost effective operations.
- Guiding and influencing strategic leadership in embedding the values and desired culture of the Institution in line with Unisa's Transformation Charter and Unisa 2016-2030 Strategy.
- Increasing collaborative research and knowledge transfer activities regionally, nationally and internationally.

#### Advocacy and leading change

- Advocate and promote the use of technology to promote institutional agility and efficacy.
- Facilitates change and the implementation of change interventions.

#### Requirements

- Doctoral Degree.
- Minimum 10 years' relevant experience with at least 5 years' experience in a relevant senior management role.
- Demonstrable track record in being a leader and working for a large complex organisation.

#### Knowledge, skills, capabilities and competencies

- General management and Research management.
- Innovation management.
- Post-graduate study programmes.
- Knowledge transfer and commercialisation.
- Development of proposals and Project sponsorship.
- Corporate Governance and King IV Report on corporate governance.
- Budgeting and Financial Management, Policies and Procedures.
- Performance Management.
- Stakeholder Relationship Management.
- Relevant Legislation.
- Knowledge of Department of Higher Education and Training (DHET) regulations and other relevant regulations applicable to higher education institutions.
- Change Leadership/Management
- Leading and Supervising
- Strategic thinking.
- Stakeholder Management and Communicating (oral and written).
- Collaboration and Teamwork and Achievement Focused.
- Rule orientation.
- Problem Solving and Conflict Management.
- Analysis.
- Resilience/perseverance/stress management.

**Assumption of duties:** As soon as possible

**Salary:** Remuneration is commensurate with the seniority of the position

**Closing date: 16th March 2018**

**Enquiries: [leon.ayo@odgersberndtson.co.za](mailto:leon.ayo@odgersberndtson.co.za)**

The completed prescribed application form must be accompanied by a comprehensive Curriculum Vitae and copies of:

- all educational qualifications;
- identity document; and
- proof of SAQA verification of foreign qualifications, where relevant.
- The contact details of three contactable references must be provided, one which must be from your present employer. Should you not be currently employed a contactable reference from your previous employer must be provided.
- The detailed advertisement together with the prescribed application form can be found on the Unisa website ([www.unisa.ac.za](http://www.unisa.ac.za))
- Applications can be forwarded by email to: [leon.ayo@odgersberndtson.co.za](mailto:leon.ayo@odgersberndtson.co.za)
- Unisa is not obliged to fill an advertised position.
- Late, incomplete and incorrect applications will not be considered.
- We welcome applications from persons with disabilities.
- Appointments will be made in accordance with Unisa's Employment Equity Plan and other applicable legislation.

Define tomorrow.

UNISA  
university of south africa

Date: 7.3.18 Client: Odgers Berndtson South Africa Publication: South Africa Sunday Times

Insertion Date: TBA Size: 430x126 Role: Vice-Principal Research, Postgraduate Studies, Innovation & Commercialisation

Proof No. 4 Account Manager: Tom Peutril