UNIVERSITY OF MAURITIUS

POST OF VICE-CHANCELLOR

The Council of the University of Mauritius invites applications from suitably qualified candidates for the post of **VICE-CHANCELLOR.**

The Republic of Mauritius consists of a multi-cultural population of around 1.25M and has one of the most successful and competitive economies in Africa. The country is in the process of becoming an international knowledge hub.

The University of Mauritius (UoM), founded in 1965, has expanded into a world class institution with six (6) Faculties, namely, Agriculture, Engineering, Law and Management, Ocean Studies, Science, Social Studies and Humanities, with six (6) Centres and a Doctoral School. The University has a current staff population of about 1,000 and a student population of approximately 11,000. It aims at being one of the leading international tertiary education providers and a research-led university, while responding to the developmental needs of the country and the global community.

The Vice-Chancellor is the principal academic and administrative officer of the University and has general responsibility to its Council for maintaining and promoting the good order and efficiency of the University.

Applicants should satisfy the following criteria:

a) be holders of a PhD degree and be full Professors, with a minimum of five (5) years post-professorial experience, with a distinguished track record as an academic and as a researcher, and with a demonstrated ability to provide exemplary academic leadership;
b) have substantial experience in teaching and research;
c) have proven management experience in a tertiary education institution, and a track record of strong leadership and proven team-working skills; and
d) have a deep sense of professional ethics and moral values.

The closing date for submission of applications is **Tuesday 31 January 2017.**

Detailed information on the desired profile, conditions of service and application procedures for this post, is available at: www.uom.ac.mu/jobs/2017/vicechancellor.pdf

PRO-CHANCELLOR AND CHAIRPERSON OF
UNIVERSITY OF MAURITIUS COUNCIL
Réduit
22 December 2016

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QUALIFICATIONS AND QUALITIES OF THE CANDIDATES

Candidates for the post of Vice-Chancellor are expected to:

1. be holders of a PhD degree and be full Professors, with a minimum of five (5) years post-professorial experience, with a distinguished track record as an academic and as a researcher, with a demonstrated ability to provide exemplary academic leadership, proven management experience in a tertiary education institution, and a track record of strong leadership and proven team-working skills;
2. be able to work as a team leader to raise the ranking of the University both regionally and internationally;
3. be able to increase the number of foreign students enrolling at the University for undergraduate as well as postgraduate and research degrees;
4. devise successful strategies to reduce dependence on government funding and to ensure the financial viability and sustainability of the University; show evidence of having been able to raise the financial resources of their home institution;

5. have adequate knowledge and awareness of the roles and responsibilities as Accounting and Responsible Officer of a government-funded institution as specified in the Financial Management Manual and Human Resource Management Manual of the Public Service;
6. be an excellent ambassador for the University with proven negotiating skills and the ability to influence decisions that would impact upon the University;
7. have a strong operational mindset that ensures the successful delivery of goals, and demonstrates decisiveness, good judgment, commercial sense and financial literacy;
8. provide exceptional organizational leadership, establish and maintain overall direction whilst ensuring optimum utilization of scarce resources;
9. provide advice to Council and work with the Senior Management Team in the development of realistic and affordable strategic initiatives and implementation of strategic priorities;
10. inspire confidence, be of exemplary credibility to lead by personal example and command the respect and admiration of staff and students alike in matters of personal work ethics and in all actions and deeds;
11. possess the highest moral standards, proven integrity with irrevocable commitment to best practices in corporate governance, accountability, openness, transparency and probity;
12. have strong commitment to values of merit, consistency and fairness as operating principles;
13. show excellent skills at managing conflictual human relations in the work environment;
14. show ability to motivate and lead academic and non-academic staff as well as students to work together for the advancement of the University;
15. enable, empower and delegate, without abdicating from overall responsibility, in order to motivate and utilize the talents of everyone within the University, be able to offer advice but also be able to listen to and accept advice from colleagues;
16. foster a culture of innovation and openness, which values every individual's contribution whilst also ensuring institutional productivity and growth;
17. advocate working in an open, transparent and accountable manner;
18. be able to have an overall vision and demonstrate context-dependent good judgment and not blind compliance with any and all regulations;
19. be alert to new trends in education and technology and their implications for the delivery of learning;
20. promote research and innovation for measurable socio-economic development;
21. boost academic standards and target the highest quality in programmes and materials that offer good value for students; and

22. be able to show evidence of having attracted significant research grants and complementary funds from local and international agencies for the uplifting of the academic stature of their home institution.

AGE

Candidates should not have attained the age of **60 years** by the closing date of applications, i.e. **Tuesday 31 January 2017.**

TENURE

The Vice-Chancellor shall serve for an initial period of 3 years which may be extended for a further period not exceeding 3 years (to a maximum total of 6 years) by Council on evidence of excellent performance.

CONDITIONS OF SERVICE

The post carries a salary of **MUR 164000**/- per month, together with approved extra remuneration and other benefits, as listed below.

ALLOWANCES AND BENEFITS APPLICABLE

- Passage benefits
- Internet facilities
- Mobile phone and calls
- Laptop
- Book allowance (yearly)
- Entertainment Allowance
- Chauffeur driven car
- Gratuity (*if eligible*)
- Housing allowance *(including initial stay at a hotel for 2 weeks)* *
- Air tickets for incumbent and spouse*

**Applicable for expatriates only*

Note: *1. Income Tax is payable as per prevailing legislation in Mauritius [for more information, kindly consult the website of the Mauritius Revenue Authority (MRA) at www.mra.gov.mu]*

2. USD1 = approximately MUR 36.97 as at 22 December 2016

APPLICATION PROCEDURES

Interested candidates are invited to submit their applications **by email.** The application letter and all supporting documents, duly signed and scanned through, should be sent to the following email address: **vcpost2017@uom.ac.mu**

The application should include the following:

1. A letter of motivation;
2. Detailed and updated Curriculum Vitae, signed and dated by the candidate;
3. A written proposal, not exceeding 2000 words, about their vision for a competitive University of Mauritius in the 21st century. Shortlisted candidates will have to present and defend their vision to a joint Council and Senate Committee.
4. Name and address of **three (3)** referees; the referees should be requested by the candidate to forward their referees' reports directly to the **CHAIRPERSON OF THE UNIVERSITY OF MAURITIUS COUNCIL** at **vcpost2017@uom.ac.mu** under confidential cover. Referees should attest the candidate's high academic standard (where applicable), managerial capacity and moral uprightness.
5. Certified copies of their birth and educational certificates;
6. Certified copy of either their National Identity Card or the first and second pages of their passport.

***Note**: Failure to provide any of the above documents will automatically disqualify the applicant.*

CLOSING DATE

The closing date for submission of applications is **Tuesday 31 January 2017**.

Hardcopies of the applications will also be accepted, provided same are forwarded under confidential cover, to reach the **CHAIRPERSON OF THE UNIVERSITY OF MAURITIUS COUNCIL, University of Mauritius, Réduit, 80837, Mauritius**, not later than **Tuesday 31 January 2017**. The envelopes should be clearly marked "**VC Post**" on the top leftcorner.

INCOMPLETE APPLICATIONS AND APPLICATIONS RECEIVED AFTER THE CLOSING DATE WILL NOT BE CONSIDERED.

Further particulars may be obtained from the Office of the Chairperson of the University of Mauritius Council (Email: enquiries@uom.ac.mu)

General information on the University is available on the UoM website **www.uom.ac.mu** The University of Mauritius Act and Statutes is accessible at **www.uom.ac.mu/aboutus/governance/act_and_statutes.htm**

The University of Mauritius is an Equal Opportunity Employer. Disabled persons having the required qualifications are encouraged to apply.

The University reserves the right to call only the most suitably and best qualified applicants for interview (which may be conducted *via* videoconferencing), and not to proceed with any appointment as a result of this advertisement.

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