



The University of Zululand subscribes to the principles embedded in the Employment Equity Act

**DEAN of the Faculty of Commerce, Administration and Law  
Grade 4 \* Ref No. FCAL/04/2018/FC01 (Five Year Contract)**

The Dean will take a leadership role in charting the Faculty's future strategic direction within the context of the University's strategic plan. The Dean reports to the Deputy Vice-Chancellor (Teaching and Learning) and provides leadership in respect of all functional areas in the Faculty. The Dean is expected to: advance the mission of the University and enhance the quality of existing academic programmes through innovative educational leadership; demonstrate the value of culturally diverse faculty, students and staff; foster a work environment conducive to cultural and linguistic diversity and mutual development; utilise a working knowledge of legal, legislative, and academic policy issues as they apply to the University; plan develop and manage budgets and seek alternative sources of funding and effective partnerships with businesses, educational institutions, governmental institutions, governmental agencies or community organisations; and plan, develop, direct and evaluate higher education programmes. The Deans will be involved in a variety of institutional committees, including the University's Extended Management Committee and Senate.

**Functions and Responsibilities:**

It is the responsibility of the Dean to guide the Faculty in achieving excellence in Teaching and Learning, Research and Innovation, Community Engagement and Academic Administration. More specifically, the Dean will be required to:

- Determine, articulate, implement and lead a faculty-based strategic initiative in accordance with the University's strategic thrust to enhance the Faculty's operational viability and achievement of performance targets;
- Promote excellence in teaching and learning;
- Promote excellence in research and innovation;
- Promote excellence in community engagement;
- Oversee staff development and management (including retention and recruitment);
- Oversee student development and support (including student experience);
- Ensure high-quality Faculty governance, administration, and systems functioning, including the academic lifecycle management of the student;
- Oversee an effective and competitive program qualification mix;
- Ensure effective and efficient management of the finances and resources of the Faculty;
- Strengthen relationships with stakeholders and academic partners;
- Employ effective risk management to manage Faculty-wide risks.
- Oversee implementation of the quality enhancement and assurance plans of the University at Faculty level.

**Requirements:**

The candidate should possess a Doctoral Degree (PhD) and be a Full Professor in one of the disciplines offered in the Faculty as well as have evidence of publications and an in-depth understanding of Higher Education Policies. He/She must demonstrate an in-depth understanding of National and international development of Research and Teaching and Learning as they relate to education as well as a grasp of the key issues facing the University sector.

The Dean must have a strong track record of professional accomplishment in his/her academic discipline and will have shown evidence of outstanding management and leadership abilities. He/She should possess qualities of strategic and innovative thinking and have extensive experience of academic and financial management. The ability to foster and extend national and international linkages and alliances is crucial.

**Closing date of applications: 16 September 2018**

**All applications must include the following which are critical in evaluating applications received:**

- A self-evaluation by the applicant of his/her ability for the appointment, with particular emphasis on teacher education programme management.
- A detailed Curriculum Vitae, showing teaching and learning, research and innovation, community engagement, and university administration / management / leadership.
- Names and contact details of at least three work related referees (one must be a current or recent superior).
- Certified copies of all degrees/diplomas.

For the application form, please log on to the University website and click on vacancies (<http://www.unizulu.ac.za/vacancies/>). To apply for this position please email the application form and a required documentation to Ms. Mankwele Mangwanatala at [MangwanatalaM@unizulu.ac.za](mailto:MangwanatalaM@unizulu.ac.za) by no later than 12:00 on the closing date stated above.

**Candidates who previously applied for this position need not to reapply.**

*Please note that half completed applications may be disqualified from the process. The above appointment is for a fixed-term of five (5) years. The University may offer a suitable candidate an underpinned academic appointment in his/her discipline.*

***No hand delivered or postal applications will be accepted.  
The University reserves the right not to make an appointment.***