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| DIVISION: DEPUTY VICE-CHANCELLOR | DEPARTMENT: RESEARCH, INNOVATION, COMMERCIALISATION & INTERNATIONALISATION |
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| POST: Deputy Vice-Chancellor: Research, Innovation, Commercialisation & Internationalisation | POST N^o: 2270 PEROMNES GRADE: 2 |
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VUT AT A GLANCE:

The Vaal University of Technology (VUT) was first established as a college for advanced technical education in 1966 and then transitioned into a Technikon in 1979. With the restructuring of the higher education landscape, the institution became a University of Technology in 2004 and has seen significant growth in its activities and reach since that time.

The University now operates from its main campus in Vanderbijlpark and the Science Park at the Sebokeng Campus where there is ample vacant land for future expansion.

Within the higher education context, VUT’s mandate is to:

- promote teaching and learning which, through the use of technologically advanced education, prepares graduates for either employment or entrepreneurship.
- promote innovation and the commercialisation of new knowledge by undertaking basic and applied research and the promotion of technology and technology transfer, and
- be an engaged institution through an engaged scholarship with industry and its local community.

With a total of nine (9) centres of excellence and 14 NRF-rated professors, VUT prides itself on its association with academics and NRF-rated researchers who not only produce world-class research that solves real-life problems but also empower aspiring researchers to engage the most experienced minds in several research fields as supervisors and aides.

On the international front, VUT has adopted a vision of comprehensive Internationalisation, specifically focusing on academic excellence, research, and innovation. The University continuously produces graduates whose qualifications are internationally recognised, and locally relevant. Community Engagement at VUT is guided by the principle of engaged scholarship and thus entails research that is informed and aims to solve community problems.

To achieve its concerted mission *“The Vaal University of Technology’s mission is to develop techno-entrepreneurial graduates and innovators who will drive a vibrant transformation of a flourishing and sustainable society, industry and commerce.”*; VUT has recently approved its Strategy 2033+ to refocus and comply with its mandate as a University of Technology.

BACKGROUND:

The Vice Chancellor & Principal, Prof Khehla Ndlovu is seeking like-minded professionals keen to contribute to the strategic direction and turnaround of the Vaal University of Technology. Therefore, professionals are sought to lead in the role of Deputy Vice-Chancellor (DVC) for the portfolio of Research, Innovation, Commercialisation & Internationalisation (RICI).

The potential incumbent will provide strategic leadership to the University, promoting a culture of excellence in all activities and areas related to its research and development, innovation, commercialisation, and internationalisation.

As members of the executive of the University, all Deputy Vice Chancellors (DVCs) actively support the Vice-Chancellor (VC) and Principal in the strategic leadership and management of the University and in supervising academic and administrative functions through line reports. Although each DVC is appointed in the first instance to oversee particular functions, these may change over the course of time at the VC's discretion.

JOB DESCRIPTION:

Key performance areas include but are not limited to:

- Strategic leadership, partnership, and advancement
- Strategic leadership at an operational level
- Contribution to the implementation and compliance of institutional strategy
- Operations and Resource management
- Lead and collaborate with local communities, national and international organisations, and institutions in the commercialisation of projects.
- Strategically direct, lead and manage:
 - Innovation and Research divisions
 - Research development and postgraduate studies
 - Post-doctoral programmes and Research fellows
 - Community Engagement & Internationalisation
 - The University, Institutes, Research Centres, Science Park, and other related entities.

APPLICATION CRITERIA:

Qualification and Experience:

- PhD in a relevant preferably SET field
- Ten (10) years of experience in a Higher Education Research Institute or an Industrial/Commercial research unit, at Senior Management Level.
- An established academic/research track record or evidence of excellence accomplishment and recognition in his/her profession

Desired experience:

- Excellent profile of personal academic and professional achievement
- Knowledge of and experience in the South African higher education sector will be an added advantage
- A recognised and respected leader in his/her research field. Background in advanced manufacturing, research, innovation, and commercialisation will be an added advantage.
- Significant experience in initiating and managing change successfully, and strategic planning and overseeing the implementation of plans through to positive outcomes.
- The ability to function effectively in the multicultural working environment of the University and address its transformation agenda.
- Knowledge of how to work with academics in research and development and the MIPMO in terms of identifying, protecting, utilisation, and commercialisation of intellectual property for the benefit of the University, industry, society, and the state.
- Development of a vision for research and development and commercialisation of institutional research.

Skills and Competencies: Strategic leadership, communication, networking, strong business analytical and budgetary knowledge, computer literacy, flexibility/adaptability skills, organisational understanding, project management, resilience, results orientation, technical expertise, teamwork, and stress management.

CLOSING DATE FOR APPLICATIONS: 15 March 2024

Applications should include:

1. A fully completed prescribed application form which can be obtained from www.vut.ac.za
2. A detailed curriculum vita (explicitly stating experience or knowledge in the above-mentioned fields)
3. Certified copies of all qualifications
4. Certified copy of ID
5. Current contact information of referees

6. Please email applications to recruitment5@vut.ac.za and quote the post reference and post description in the subject line.
7. No manual applications will be accepted. Incomplete applications or applications without the application form and required documents will be disregarded.
8. Only applications made on our application for employment form would be considered.
9. 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:

HRBP: Ms Suzette Nortje, Tel 016 950 9695 / email address: gerbrechtn@vut.ac.za

HR Practitioner: Ms Glenda Dibakwana, Tel 016 950 6767 / email address: glendad@vut.ac.za

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 permit to share your information with the selection panel or the relevant people involved in the recruitment process.

NB: Previous applicants must re-apply.

POPIA Compliance

The Applicant acknowledges and agrees that the Vaal University of Technology will collect, process, and store the Applicants' personal information in accordance with the Protection of Personal Information Act 4 of 2013 (POPIA), for the purposes of the recruitment and selection process.

The Vaal University of Technology agrees to take reasonable steps to protect the Applicants' personal information from unauthorized access, use, or disclosure. The Applicant also has the right to access, correct, or delete their personal information at any time.

Litigation Waiver

The Applicant agrees to waive all claims against the Vaal University of Technology arising from the Vaal University of Technology collection, processing, storage, or sharing of the Employee's personal information in accordance with this clause.

