



DIVISION: DVC: RESEARCH,
INNOVATION, COMMERCIALISATION &
INTERNATIONALISATION

DEPARTMENT: TECHNOLOGY, TRANSFER
AND INNOVATION

**POST: EXECUTIVE DIRECTOR
TECHNOLOGY, TRANSFER AND
INNOVATION**
**(5-year performance based fixed term
contract)**

POST N°:0401
PEROMNES GRADE:04

VUT AT A GLANCE:

The Vaal University of Technology (VUT) was first established as a college for advanced technical education in 1966 and transitioned into a Technikon in 1979. With the restructuring of the higher education landscape, the institution became a University of Technology (UoT) in 2004 and has seen growth steadily both in reach and impact.

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

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

- promote teaching and learning that prepares graduates for employment or entrepreneurship.
- promote innovation and the commercialisation of new knowledge through basic and applied research and the advancement of technology and technology transfer and strengthen engaged scholarship with industry. With nine centres of excellence and 14 NRF rated researchers, VUT prides itself on the calibre of academics who produce world class research that addresses real world challenges while nurturing the next generation of scholars.

On the international front, VUT has adopted a vision of comprehensive internationalisation, focusing on academic excellence, research, and innovation. It continues to produce graduates whose qualifications are internationally recognised and locally relevant.

Community Engagement at VUT is guided by the principle of engaged scholarship and ensures that research responds to community needs.

To achieve its mission *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 (VC) & Principal, Prof Khehla Ndlovu is seeking like-minded professionals keen to contribute to the strategic direction and turnaround of VUT. Therefore, a professional is sought to lead in the role of Executive Director: Technology Transfer and Innovation (TTI).

The potential incumbent will provide strategic leadership to VUT, promoting a culture of excellence in all activities and areas related to Innovation, Commercialisation, Entrepreneurship and Technology Transfer.

As a member of the executive of VUT, the incumbent actively supports the VC and the DVC: Research, Innovation, Commercialisation & Internationalisation in the strategic leadership and management of the institution, as well as in supervising administrative functions through line reports. While each executive oversees defined portfolios, these may change at the discretion of the VC.

JOB DESCRIPTION

Key performance areas include but not limited to:

- **Strategic leadership:** Lead the development and execution of the TTI's strategic plan, ensuring alignment with national and institutional priorities.
- **Innovation Management:** Drive innovation and create a culture that supports new ideas and solutions.
- **Stakeholder Management and Liaison:** Establish and maintain strong relationships with industry partners, investors, academic partners and internal departments to maximise technology impact.
- **Resources & People Management:** Build, lead, and mentor a high-performing team in technology transfer, licensing, and innovation
- **Budgeting, Management, and Resource Allocation:** ensuring alignment with the institutional goals, efficient resource allocation and financial accountability.
- **Policy & Governance:** Monitor and evaluate the effectiveness of technology transfer strategies and policies, adjusting as needed.

APPLICATION CRITERIA

Minimum Requirements

Qualifications

- A Master's Degree or NQF level 9 in Engineering Management / Technology Management / Business Administration / Digital Innovation or related fields.

Required Experience:

_Minimum 8 - 10 years' experience in the Higher Education Sector, 5 years of which must have been at a Senior Management within the Technology, Transfer and Innovation or similar environment.

- Excellent knowledge and understanding of intellectual property laws, licensing agreements, entrepreneurship and the commercialisation process.
- Demonstrated ability to network and work with a wide range of different constituencies internally and externally.
- Proven experience in a leadership role within technology transfer, commercialisation, or innovation management.

Added Advantage

- Knowledge of academic, research, and administrative processes, regulatory frameworks and challenges of universities in emerging markets.
- Excellent knowledge, understanding, and networking with fundraising, philanthropic foundations, corporate social investment, and the university environment.
- Relevant Experience within the Higher Education sector / industry knowledge-intensive sectors.

Technical Skills and Competencies:

- Analytical thinking/Problem solving;
- Interpersonal relationships;
- Building partnerships;
- People management;
- Resource management;
- Strategic leadership;
- Data-informed decision-making and judgement;
- Conceptual thinking;
- Impact and influence;
- Planning & organising;
- Attention to Detail;

- Results and Deadline Oriented;
- Excellent verbal and written communication skills;
- Excellent Teamwork.

CLOSING DATE FOR APPLICATIONS: 09th December 2025

Please email applications to Zinhle Mthombeni at applications@mindworx.co.za

Applications should include:

1. Please ensure you complete the application form for employment 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. No manual applications will be accepted.
7. Communication will be limited to short-listed candidates only.
8. If you don't hear from VUT within 3 months deem your application as unsuccessful.

Please Note: Submission of such copies entitles VUT to authenticate the qualifications without any further consent from the applicant. Candidates with foreign qualifications must submit a SAQA certificate of evaluation. VUT 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 give permission to share your information with the selection panel or the relevant people involved in the recruitment process.

POPIA Compliance

The Applicant acknowledges and agrees that the VUT 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 VUT agrees to take reasonable steps to protect the Applicants' personal information from unauthorised 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 VUT rising from the collection, processing, storage, or sharing of the employee's personal information in accordance with this clause.

