



# 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 University of Mauritius (UoM), founded in 1965, has expanded into a world class institution with seven (7) Faculties, namely, Agriculture, Engineering, Information, Communication & Digital Technologies, Law and Management, Medicine & Health Sciences, Science and Social Sciences & Humanities, with five (5) Centres and a Doctoral School. The University has a current staff population of about 900 and a student population of approximately 9100. It aims at being one of the leading international tertiary education providers and a research-engaged and entrepreneurial 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.

### **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 (i.e. appointed by way of Personal Chair in a specific field and duly recognised by the UoM Council), 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. **25 August 2022**.

## **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 **MUR175,750/-** per month, together with approved extra remuneration and other benefits, **as per PRB 2021**.

## **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: [vcpost2022@uom.ac.mu](mailto:vcpost2022@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 [vcpost2022@uom.ac.mu](mailto:vcpost2022@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; and
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 **Thursday 25 August 2022 not later than 3.15 pm (local time)**.

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 **3.15 pm (local time) on Thursday 25 August 2022**. The envelopes should be clearly marked "**VC Post**" on the top left corner.

**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](mailto:enquiries@uom.ac.mu))

General information on the University is available on the UoM website [www.uom.ac.mu](http://www.uom.ac.mu).

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.

**PRO-CHANCELLOR AND CHAIRPERSON OF  
UNIVERSITY OF MAURITIUS COUNCIL  
Réduit**

18 July 2022