



**MULUNGUSHI UNIVERSITY  
COUNCIL OFFICE  
AD-HOC SEARCH COMMITTEE**

**VACANCY ANNOUNCEMENT – RE-ADVERTISEMENT**

The Council of Mulungushi University, through the Ad-hoc Search Committee, is hereby re-advertising the position of **Deputy Vice Chancellor - Research and Innovation**. As such, it wishes to invite applications from suitably qualified candidates.

**ABOUT MULUNGUSHI UNIVERSITY**

Mulungushi University has distinguished itself as a Centre of Excellence in its pursuit of frontiers of knowledge. It was established by the Government of the Republic of Zambia in January 2008. It consists of three (3) campuses, namely, the Main Campus situated 26 km from Kabwe town on the Great North Road, the Town Campus located in the heart of Kabwe, and the Parkview Campus which is the School of Medicine and Health Sciences in Livingstone.

As a public institution of higher learning, the University is required to contribute to skilled human resource needs of Zambia while being expected to be financially self-sustaining.

Mulungushi University is an equal opportunity employer that embraces diversity. Its core business focuses on Teaching, Research, Innovation, and Consultancy.

The University has the following Schools/Faculties:

- i. School of Agriculture and Natural Resources
- ii. School of Business Studies
- iii. School of Engineering and Technology
- iv. School of Medicine and Health Sciences
- v. School of Natural and Applied Sciences
- vi. School of Nursing and Midwifery
- vii. School of Social Science

As at 31<sup>st</sup> March 2024, the University had a total of 10,442 registered students.

The University has a total of 407 members of staff (297 males and 110 females) of which 139 are academic staff. More information about Mulungushi University can be obtained from the University Website [www.mu.ac.zm](http://www.mu.ac.zm).

## **Deputy Vice Chancellor - Research and Innovation**

**2.1 Job Purpose:** The Deputy Vice Chancellor-Research and Innovation provides leadership and strategic direction and oversees the development and implementation of the University's strategic goals in the areas of research, innovation, consultancy, grants and partnerships in line with the Higher Education Act No. 4 of 2013, (hereafter called the Act), and the Higher Education (Amendment) Act No.23 of 2021.

### **2.2 Key Responsibilities**

#### **a) Leadership and Governance**

- i. Provides leadership for research, innovation and consultancy
- ii. Ensures that all University activities and operations on research, innovation and consultancy are carried out in compliance with the University governance requirements, and any regulations, rules, laws, codes and standards.
- iii. Facilitates determination and implementation of the University Research and Consultancy activities.
- iv. Leads the linkage of the University Research and Innovation Agenda to the National, Regional and Global research and innovation frameworks.
- v. Inculcates active research and innovative culture in the University
- vi. Ensures regular reporting of research, innovation, and consultancy activities to the Vice Chancellor.
- vii. Contributes to public service and intellectual life.

#### **b) Strategy and Management**

- i. Develops and implements the University Research, Innovation and consultancy strategy.
- ii. Fosters linkages with stakeholders such as government, industry and communities.
- iii. Ensures an effective performance management system for research, innovation and consultancy.
- iv. Builds strong management and leadership teams for research, innovation and consultancy.

#### **c) Research, Innovation and Consultancy**

- i. Provides an effective environment that promotes productivity in research, innovation and consultancy.
- ii. Contributes to the University's aspiration to be a leading research, innovation and consultancy institution.
- iii. Identifies and negotiates research, innovation, and consultancy collaborative agreements on behalf of the University.
- iv. Leads the sourcing of consultancy opportunities.
- v. Administers and manages research grants and contracts.
- vi. Ensures quality research output and publication in high-impact journals.
- vii. Ensures patenting of Intellectual Property and commercialization of University research outputs.
- viii. Develops Innovation Hubs and Industrial Parks in the University
- ix. Ensures high research standards by adhering to ethics and reporting standards of all funders.

- x. Facilitates the establishment of research infrastructure
- xi. Collaborates with national, regional and international Research Institutions.

**d) Financial Resources Mobilisation and Management**

- i. Leads mobilisation of financial resources, including grants for research, innovation, and consultancy activities.
- ii. Leads generation of financial resources through research, innovation and consultancies in order to contribute to the financial sustainability of the University.
- iii. Ensures prudent management of financial resources in accordance with University's financial regulations.

**e) Human Capital Development and Management**

- i. Ensures that the University has appropriate capacity and competences in research, innovation and consultancy
- ii. Establishes an environment that promotes a culture of high performance, staff discipline, and motivation.

**2.3 Qualifications and Competences**

- i. Must possess a Grade 12 School Certificate or its equivalent.
- ii. Must possess a Bachelor's degree in any relevant field from a reputable University.
- iii. Must possess a Master's degree in any relevant field from a reputable University.
- iv. Must possess an earned PhD from a reputable university.
- v. Must be at least at the level of Associate Professor.
- vi. Must possess a minimum of eight (8) years of post-qualifying relevant academic experience.
- vii. Must possess a minimum of three (3) years experience at senior management level at a minimum of Dean of School/Faculty or Director in a University or similar institution.
- viii. Accomplished record of scholarly work and research with a minimum h-index of 8.
- ix. Must demonstrate ability to source funds and show proof of revenue generation.
- x. Must be an active member of a professional body.

**2.4 PERSONAL ATTRIBUTES**

- i. Strategic leadership and management skills
- ii. Interpersonal relationship skills
- iii. Visionary and creative thinker
- iv. Self-motivated
- v. Open mindedness
- vi. Conceptual skills
- vii. Ability to work under pressure
- viii. Confident
- ix. Team-builder

- x. Assertiveness
- xi. Change management skills

## **2.5 TENURE**

The Deputy Vice-Chancellor-Research and Innovation is appointed for an initial term of four (4) years, renewable for a similar period depending on performance.

## **2.6 REMUNERATION**

The University Council offers a competitive remuneration package to the individual appointed to this position.

## **HOW TO APPLY**

Candidates meeting the stated requirements must forward their application letters with the following:

- i. A Curriculum Vitae (CV) and certified copies of academic and professional certificates focused on key responsibility areas, academic and professional qualifications, and personal attributes as outlined in the advertisement.
- ii. Three names and addresses of referees, two of whom must be professionally acquainted with the applicant.

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Electronic applications must be emailed to [searchcommittee@mu.ac.zm](mailto:searchcommittee@mu.ac.zm)

Hard copy application letters must be sent to the undersigned not later than **Monday, 13<sup>th</sup> May 2024.**

Chairperson – Ad-hoc Search Committee  
C/O Registrar  
Mulungushi University  
Great North Road Campus  
P. O. Box 80415  
**KABWE**