



NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY
Department: Human Capital



WE ARE **HIRING**

VICE-CHANCELLOR

About NUST

The Namibia University of Science and Technology (NUST) is a forward-thinking institution committed to excellence in science, technology, engineering, and mathematics (STEM). It is a global platform for knowledge, management and exchange, thereby democratically advancing the diversity of opportunities through innovation, entrepreneurship, and sustainable development. NUST is positioned to be a distinct nationally responsive and globally engaged university. In pursuit of this vision, NUST is undergoing a transformative journey that emphasises inclusivity and innovation in support of Namibia's Vision 2030.

Join a Leading Technological University

To advance its vision of becoming a world leader in higher education, NUST seeks to appoint a Vice-Chancellor with a clear and compelling vision for the future of higher education in Namibia and the broader region. The ideal candidate will demonstrate a deep understanding of the evolving global academic landscape and possess a proven record of successfully leading transformative change within complex institutional environments.

Duties and Responsibilities

The Vice-Chancellor serves as the principal chief executive, academic leader, and accounting officer of NUST. S/he bears overall responsibility for the University's good governance and management, strategic vision, academic excellence, operational effectiveness and culture of innovation and efficiency. As the chief architect of institutional transformation, the Vice-Chancellor drives forward-looking initiatives that enhance NUST's national relevance and global prominence and impact. The Vice-Chancellor reports and is accountable to the University Council and leads the Executive Management Team, along with other senior direct reports to ensure the institution's sustained growth, governance, and impact.

Minimum Requirements and Key Competencies

- A doctoral degree [NQF Level 10] from an internationally recognised university, aligned with NUST's strategic focus. A doctorate in a STEM discipline will be an advantage.
- An established academic standing as an Associate Professor. A full Professorship will be an advantage.
- A minimum of seven (7) years of executive leadership or senior management experience in higher education or a comparable environment of similar scale and complexity.
- A distinguished record of academic excellence and ranking, with notable achievements in research, teaching, and scholarly contributions.
- A thorough understanding of the challenges and opportunities facing higher education at national, regional, and global levels.
- Strong business acumen with experience in financial management, resource mobilisation, and institutional sustainability.
- Proven ability to lead institutional transformation with a sustained commitment to equity, diversity, and inclusion.
- A values-driven people-centred leadership style, characterised by integrity, courage, and resilience.
- A proven track record in stakeholder engagement, strategic partnerships, fundraising, and donor relations.
- Digital fluency and a genuine appreciation for the role of technology and innovation in shaping the future of education.

The Vice-Chancellor holds overarching responsibilities for

- Providing visionary academic and strategic leadership to advance the University's mission and goals.
- Upholding good governance, ethical leadership, institutional transparency, effectiveness, and accountability at all levels.
- Steering the successful implementation of the University's strategic objectives.
- Leading transformative initiatives that promote innovation, inclusivity, and continuous improvement across academic, research and administrative functions.
- Ensuring financial accountability, transparency, and sustainability and driving operational excellence.
- Fostering a culture of excellence in teaching, learning, research, and community engagement.
- Positioning the Institution as a leading University within Namibia, the SADC region, and internationally.

- Building and nurturing strong, collaborative relationships with internal and external stakeholders.
- Anticipating, identifying and managing institutional risks proactively and effectively.
- Strengthening the University's reputation and visibility through impactful communication, partnerships and advocacy.

Presentation Requirement

Shortlisted candidates will be invited to deliver a public presentation, thereby providing a platform to demonstrate their vision, readiness, and suitability for the esteemed role of Vice-Chancellor.

Terms of Employment

• Term of Office:

A five (5)-year performance based contract.

• Employee Value proposition:

NUST offers a competitive remuneration package, opportunities for global engagement, and a supportive environment dedicated to academic excellence and innovation. The University is committed to fostering work-life balance, professional development, and leadership growth.

• Commencement Date:

To be determined by mutual agreement.

Application Process

Applications and accompanying documentation must be e-mailed to excorecruitment@nust.na. Please include the title of the position in the subject line.

Applications must include

- A cover letter detailing how the applicant meets the stated requirements.
- A comprehensive curriculum vitae (CV).
- A statement outlining the applicant's vision for NUST.
- Certified copies of all qualifications and certificates.
- Details of current position, remuneration, and citizenship.
- Full names and full contact details of at least three (3) referees.

Confidentiality

All applications will be treated with the highest degree of confidentiality.

Further Information

Additional details about NUST and its strategic direction is available at: <https://www.nust.na>

Incomplete applications will not be considered.

Important Notes

- By submitting an application, candidates confirm they have no prior employment-related disciplinary records or integrity concerns that would reasonably affect their candidacy. All applicants consent to comprehensive background checks, including verification of qualifications, published works, disciplinary and criminal records, and financial standing.
- Applicants are required to submit a list of referees who can attest to their qualifications, experience, and suitability for the role of Vice-Chancellor. The University reserves the right to seek references beyond those listed and this will be done with discretion. Candidates may be invited to complete a psychometric assessment as part of the selection process.

Employment Equity Statement

NUST is an equal opportunity employer, dedicated to fostering a diverse, inclusive, and empowered academic community. Preference will be given to Namibian citizens.

Enquiries:

Ms Riëtte Duvenhage

T: +264 61 207 2448

The University reserves the right to extend the application closing date if necessary as well as the right not to make an appointment.

EMPLOYEE
VALUE
PROPOSITION



Compensation



Career and Personal Growth



Work and Environment



Rewards and Recognition



Benefits

Closing Date:
23 June 2025

It all starts with the right mindset - With NUST Success is within Reach!

All foreign qualifications must be validated by the NQA. Internal staff members must have successfully completed their probation to be considered for appointment to any vacant position. Only shortlisted candidates will be contacted.

Scan the QR Code for detailed information.

