



NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

Department: Human Capital

WE ARE HIRING

It all starts with the Right Mindset - With Success is within Reach!

OFFICE OF THE VICE-CHANCELLOR
DEAN OF FACULTY (5 POSITIONS)

- FACULTY OF COMMERCE, GOVERNANCE AND MANAGEMENT SCIENCES
- FACULTY OF COMPUTING AND INFORMATICS
- FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

- FACULTY OF HEALTH, NATURAL RESOURCES AND APPLIED SCIENCES
- FACULTY OF HUMANITIES AND EDUCATION

Lead Academic Excellence at a Transformative Technological University

The Namibia University of Science and Technology (NUST) invites applications from distinguished, visionary, and high-impact academic leaders for appointment as Deans across its five Faculties. These are exceptional senior management opportunities to shape the academic, research, and innovation trajectory of a forward-thinking institution undergoing a bold and deliberate transformation, aligned with Namibia's Vision 2030.

Reporting to the Deputy Vice-Chancellor: Teaching and Learning, the Dean will provide strategic, academic, research, and operational leadership to their respective Faculty, ensuring the delivery of excellence, relevance, sustainability, and global competitiveness. The role carries institution-wide leadership responsibilities as a member of NUST's Senior Management Team.

Minimum Requirements

Qualifications

- A Doctorate (NQF Level 10) in a relevant discipline is required. In exceptional circumstances, a relevant Master's degree (NQF Level 9) with active doctoral studies may be considered.
- Academic appointment at the Associate Professor or Full Professor level is strongly preferred.

Experience

- A minimum of five (5) years of progressive academic leadership experience at the departmental or faculty level within a higher education institution.
- Demonstrated expertise across the following areas:
 - Academic leadership and institutional governance
 - Strategic planning and financial management
 - Teaching, learning, and curriculum development
 - Research leadership and postgraduate supervision

Knowledge, Skills and Competencies

- Extensive knowledge of the higher education sector, including policy, quality assurance, and regulatory frameworks.
- Proven strategic leadership capability, with strong business acumen and resource management skills.
- Demonstrated ability to lead institutional transformation, manage change, and drive performance.
- Excellent communication, stakeholder engagement, and negotiation skills, with the ability to operate credibly at the senior management level.
- High levels of integrity, professionalism, and ethical leadership.

Key Responsibilities:

Academic and Strategic Leadership

- Provide visionary academic leadership that promotes excellence across teaching, learning, research, and innovation.
- Lead the development and execution of a Faculty Strategic Plan that is aligned to NUST's institutional priorities and national development objectives.
- Position the Faculty as a nationally relevant and globally competitive academic unit.

Teaching, Learning and Student Success

- Oversee the implementation of the Curriculum Framework and the development of new, relevant academic programmes.
- Ensure the delivery of high-quality of teaching, learning, assessment, and graduation outcomes across the faculty.
- Drive measurable improvements in student retention, throughput rates, and graduate employability.

Research, Innovation and Postgraduate Development

- Promote and support research, scholarship, innovation, and technology transfer within the faculty.
- Lead the implementation of the Faculty's Research Strategy, ensuring alignment with institutional research priorities.

Operational and Resource Management

- Carry overall accountability for the operational management and performance of the faculty.
- Ensure effective and efficient utilisation of human, financial, and infrastructure resources.
- Promote and facilitate interdisciplinary collaboration, both within NUST and with external partners.

Stakeholder Engagement and Strategic Partnerships

- Build and sustain strategic relationships with industry, government, academic institutions, and international partners.
- Develop and manage alternative funding streams, including research grants, donor funding, and third-stream income.
- Enhance the Faculty's reputation, profile, and visibility at local, national, and international levels.

People Leadership and Organisational Development

- Champion the professional development of academic and professional administrative staff.
- Foster a high-performance, inclusive, and collegial Faculty culture underpinned by NUST's values.
- Drive transformation, diversity, and equity within the faculty's staffing and leadership structures.

Terms of Employment

- Term of Office:** A four (4)-year fixed-term performance based contract and may be eligible for reappointment based on satisfactory performance.
- 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:** 01 January 2027 - 31 December 2030

Application Requirements

Required Application Documents

- A cover letter clearly outlining the applicant's suitability for the role.
- A comprehensive Curriculum Vitae.
- A vision statement for the relevant Faculty (approximately 500–800 words).
- Certified copies of all academic qualifications.
- Full contact details of at least three (3) professional referees.

Compliance Requirements

- All qualifications must have been certified by the Police within the preceding three (3) months and validated by the Namibia Qualifications Authority (NQA).
- A Police Clearance Certificate (Certificate of Conduct) not older than six (6) months must accompany all applications.
- By submitting an application, candidates confirm that they have no prior employment-related disciplinary records or integrity concerns that would reasonably affect their candidacy.
- All applicants consent to background and reference checks, including verification of qualifications, disciplinary and criminal records, social media and financial screening, and, where applicable, verification of published works and supervised students.
- Internal staff members must have completed their probationary period in order to be eligible for consideration.
- The normal retirement age applicable to this role is 65 years.

How to Apply

Applications must be submitted exclusively via the NUST Direct-Hire recruitment portal. Only applications received through this system will be considered.

Apply online at: <https://nustjobs.mcidirecthire.com/>

Appointments will be made across the above five Faculties. Candidates should specify their faculty of preference in their application.

Recruitment Contact: Ms Majory Mukasa
Manager: Talent Acquisition and Remuneration Tel: +264 61 207 2557

Closing Date:

30 June 2026

EMPLOYEE
VALUE
PROPOSITION



Compensation



Career and Personal Growth



Work and Environment



Rewards and Recognition



Benefits

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.