



**KWAME NKURUMAH UNIVERSITY**

**COUNCIL OFFICE**  
**SEARCH COMMITTEE**

## **VACANCY ANNOUNCEMENT**

The Council of Kwame Nkrumah University, through the Search Committee, invites applications from suitably qualified candidates for the position of **Deputy Vice-Chancellor for Research and Innovation**.

### **ABOUT KWAME NKURUMAH UNIVERSITY**

Kwame Nkrumah University is one of the nine (9) Public Universities in Zambia. It is registered with the Higher Education Authority and comprises four campuses: The Main Campus, the West Campus, the East Campus, and the South-East Campus. All campuses are located on Munkoyo Street, approximately 3 km from Kabwe town centre.

The University ranks as the fourth largest in Zambia tiered in ZQF 10, also in terms of infrastructure, human resources, and student enrolment. It encompasses five Schools: School of Natural Sciences, School of Business Studies, School of Humanities and Social Sciences, School of Education, and School of Health Sciences. Additionally, it includes four other academic units: The Library, the Directorate of Open and Distance Learning, the Directorate of Research, Post-Graduate Studies and Innovation, and the Directorate of Quality Assurance.

Kwame Nkrumah University began as Kabwe Teachers College, which was established on 27<sup>th</sup> March 1967 to train junior secondary teachers at the diploma level. In 1971, the College was renamed Nkrumah Teachers` College by Zambia's first Republican President, Dr. Kenneth David Kaunda.

In 2013, by Statutory Instrument No. 106 of 2013, Kwame Nkrumah University was established and by Statutory Instrument No. 107 of 2013, Nkrumah Teachers` College was dissolved. In the same year, the University began operations with 600 students, a number that has grown to more than 8,706, to date.

Kwame Nkrumah University is an equal opportunity employer that embraces diversity. Its core business is Teaching, Research, Innovation, and Consultancy. More information about Kwame Nkrumah University can be obtained from the University Website [www.nkrumah.edu.zm](http://www.nkrumah.edu.zm)

### **1.0 POSITION OF DEPUTY VICE - CHANCELLOR FOR RESEARCH AND INNOVATION**

**1.1 Job Purpose:** The Deputy Vice-Chancellor for 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 2023, and as amended by the Higher Education (Amendment) Act No. 23 of 2021.

## **1.2 Key Responsibilities**

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

- i. Providing leadership for Research, Innovation and Consultancy.
- ii. Ensuring that all University activities and operations on Research, Innovation and Consultancy are carried out in compliance with the University governance requirements, and regulations, rules, laws, codes and standards.
- iii. Facilitating setting and implementation of the University Research and Consultancy activities.
- iv. Spearheading the linkage of the University Research and Innovation Agenda to the National, Regional and Global research and innovation frameworks.
- v. Inculcating active Research and Innovative culture in the University.
- vi. Ensuring regular reporting of Research, Innovation, and Consultancy activities to the Vice-Chancellor.
- vii. Contributing to Public Service and Intellectual life.

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

- i. Developing and implementing the University Research, Innovation and Consultancy strategy.
- ii. Strengthening the University's position as one of the world-class Universities.
- iii. Fostering linkages with stakeholders such as government, industry and communities.
- iv. Building up strong management and leadership teams for Research, Innovation and Consultancy.

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

- i. Providing an effective environment that promotes productivity in Research, Innovation and Consultancy.
- ii. Strengthening the University's position as a leading Research, Innovation and Consultancy institution.
- iii. Identifying and negotiating Research, Innovation, and Consultancy collaborative agreements on behalf of the University.
- iv. Spearheading the sourcing of Consultancy opportunities.
- v. Administering and managing Research Grants and Contracts.
- vi. Ensuring quality Research output and publication in high-impact journals.
- vii. Ensuring patenting of Intellectual Property and commercialization of University Research outputs.
- viii. Developing Innovation Hubs, Business Incubator`s and Industrial Parks in the University.
- ix. Ensuring high Research standards by adhering to ethics and reporting standards of all funders.
- x. Facilitating the establishment of Research Infrastructure.
- xi. Collaborating with national, regional and international Research Institutions.
- xii. Fostering strong linkages with industry for Research, Innovation and Consultancy purposes.

**d) Financial Management**

- i. Mobilising financial resources for Research, Innovation, and Consultancy activities.
- ii. Spearheading the generation of financial resources through Research, Innovation and Consultancies in order to contribute to the financial sustainability of the University.

**e) Human Capital**

- i. Ensuring that the University has appropriate capacity and competences in Research, Innovation and Consultancy.
- ii. Ensuring an effective performance management system for Research, Innovation and Consultancy.
- iii. Establishing an environment that promotes staff discipline, motivation and productivity.
- iv. Managing the performance of direct reports and other relevant staff.

**1.3 Qualifications and Experience**

- i. Must be an Associate Professor or Professor.
- ii. Must possess a Grade 12 School Certificate or its equivalent.
- iii. Must possess a Bachelor's degree in any relevant field from a recognised and reputable University.
- iv. Must possess a Master's degree in any relevant field from a recognised and reputable University.
- v. Must possess an earned PhD from a recognised and reputable University.
- vi. Must possess at least eight (8) years of work experience post PhD qualification.
- vii. Must possess at least 3 years' experience at senior management level of at least Dean/Director in a higher education institution or a comparable organization.
- viii. Must show evidence of quality research output and publication in high-impact journals in the past five (5) years.
- ix. Must have an accomplished record of Scholarly work and research with a minimum google scholar-generated H-Index of 8.
- x. Must demonstrate ability to source funds and show proof of revenue generation in the past five (5) years.
- xi. Track Record of Consultancy work.
- xii. Must be an active member of a professional body.

**1.4 DEMONSTRABLE PERSONAL ATTRIBUTES**

- i. People management and leadership skills
- ii. Visionary
- iii. Creative thinking
- iv. Self-motivation
- v. Ability to work under pressure
- vi. Self-confidence
- vii. Teambuilding skills
- viii. Entrepreneurial Skills
- ix. Assertiveness

**1.5 TENURE**

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

## **1.6 REMUNERATION**

The University 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.
- ii. Three names and addresses of referees, two of whom must be professionally acquainted with the applicant.

Electronic applications SHOULD be emailed to [nkrumahuniversity2024@gmail.com](mailto:nkrumahuniversity2024@gmail.com)

Hard copy application letters must be sent to the undersigned not later than Monday 14<sup>th</sup> October 2024.

**NOTE:** Candidates are required to have all their qualifications validated by Zambia Qualifications Authority (ZAQA).

Chairperson - Search Committee  
C/O Registrar  
Kwame Nkrumah University  
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**KABWE**