



Vice Chancellor

November 2024



About Northrise University

Based in Ndola, Northrise University (NU) is a leading private, Christ-centered university in Zambia. It is committed to providing a transformative education grounded in Christian values. Since its inception in 2003, the university has been dedicated to developing academically proficient and spiritually mature leaders, ready to contribute to the nation's development across various sectors.

NU has local and international students who receive training in academic disciplines at undergraduate and postgraduate levels. While Northrise offers a nationally accredited education founded on Christian principles, the university accepts students of all faiths. Currently, NU is home to 1000 students and has graduated over 800 working in different sectors of Zambia's economy.

The university has collaborations with universities in the United States and Europe and is a member of the Consortium for Global Education and the Council for Christian Colleges and Universities. The current university partners include Dordt University in Sioux Center, Iowa; Grand Canyon University in Arizona; Le Tourneau University in Texas; Liverpool Hope University in the UK; Fontys University of Applied Sciences in the Netherlands; and Baylor University in Waco, TX.

NU's academic programs are accredited by the Higher Education Authority (HEA) and therefore endorsed by the Zambia Qualification Authority (ZAQA). NU graduates have excelled in the licensing exams of the following bodies; Zambia Institute of Chartered Accountants (ZICA), Association of Chartered Certified Accountants (ACCA), and Nursing & Midwifery Council of Zambia.





The Role

Role: Vice Chancellor

Location: Ndola, Zambia

Tenure: 5 years (Renewable)

Job Summary

The Vice-Chancellor is a critical executive position at Northrise University. The role involves working with the Board of Regents on the university's strategic leadership and management. This position also oversees the academic programs, administrative operations, financial management, and the implementation of the university's vision, mission, and strategic goals. The ideal Vice-Chancellor candidate for Northrise University should be a dynamic, intellectually curious individual with a deep-rooted commitment to faith, a proven track record of academic excellence, and a global perspective.

Responsibilities

Strategic Planning

- To articulate a clear and compelling vision for the university that embraces its strengths and distinctive characteristics and appropriately reflects the evolving needs of students, emerging technologies, and the shifting nature of Zambian global economies and job markets.
- To ensure the implementation of the University Strategic Plan, with its objectives of growing scholarship (staff training and teaching), research, innovation, and industrialization, developing infrastructure, spreading and expanding university activities, internal quality control and assurance systems and processes, income generation and resource mobilization, and growing and managing Alumni.

Financial Management and Resource Development

- Work closely with the Board of Regents and senior university leadership to ensure the budget process and institutional plan align and fulfill institutional priorities.
- Ensure that technology and infrastructure remain at the highest levels required to underpin the University's activities.
- Review student enrolment patterns, identifying opportunities for growth, including the development of new programs, increased international recruitment, and new graduate and online degrees.
- To provide an empowering leadership model, strengthening leadership capacity across the university while taking ownership

of executive responsibilities and harnessing the potential of university governance structures.

Operational Oversight

- To provide practical, visionary, and strategic leadership of high standards to the University for the pursuit of learning and research and for acquiring liberal, professional, science, university community engagement and technical education that is responsive to the needs of the Zambian industry.
- To ensure that the University recruits and retains enough of a high caliber of academic, administrative, and general staff on competitive terms and conditions of service as determined by the Board of Regents (BOR).
- To Develop and embed a high-performance culture that defines ambitious goals and priorities, leading to robust operational plans and higher accountability.
- To control and direct operations of functional heads involving academic, administration, finance, internal audit, and corporate affairs.
- To formulate and recommend policies to the BOR, ensure meetings are held as planned, and implement BOR decisions.
- To preside over all meetings of the Senate and ensure that the latter makes quarterly reports to the BOR regarding the performance of its functions.

- To inform BOR of the state of the University every quarter and submit monthly (to the Audit and Finance Committee) quarterly and yearly financial reports to all relevant bodies, as required by the Higher Education Act No. 4 of 2013.
- To preside over all ceremonial assemblies of the University in the absence of the Chancellor.
- To promote corporate governance practices that support the attainment of the University's vision, mission, core values, and goals.

External Engagement

- To foster high-value linkages with all stakeholders, especially relevant government departments, local communities, cooperating partners, the private sector, and alumni.
- To ensure financial sustainability and maximize efficient use of resources available to the University through fundraising and innovative management.
- To ensure the University is responsive to the changing role of technology in education and research.
- To contribute to public service and the community's intellectual life in general.
- To engage as an active member of a local Christian church.



Candidate Profile

Qualifications and Experience

- In possession of an earned doctorate from an accredited university.
- An accomplished researcher, teacher, and publisher should have at least ten (10) years of teaching experience, including at least five years' experience at the senior management level.
- Track record of developing and leading diverse teams, managing through influence, and implementing strategic change.
- Strong understanding of current and emerging global trends in Higher education.
- Experience in the corporate world at the senior management level will be an added advantage.
- A strong believer in the Lord Jesus Christ with a God-honoring testimony from their church.

Attributes

- Visionary leadership with a mature disposition and high professional integrity.
- Excellent communication, change management, and interpersonal skills. A self-assertive team player with demonstrated analytical, administrative, and financial management abilities.
- Organizationally sensitive with a genuine interest in people at all levels and a firm understanding of a research-intensive academic environment.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-112024-NorthriseUniversity or Pat-Jones-CoverLetter-112024-NorthriseUniversity.

Timeline

Closing Date: 31 January 2025
Envisaged Start Date: 1 May 2025

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Northrise University's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at odube@oxfordhr.com in the first instance.





About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for a support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: oxfordhr.com



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