



United States
International
University-Africa

United States International University-Africa Appointment of Deputy Vice Chancellor – Transformative Teaching, Learning and Research

October 2026



An Invitation to Offer Academic Leadership in a Constantly Changing Sector

Are you an accomplished academic leader who understands the opportunities and disruption brought by emerging technologies? Can you lead change with clarity, confidence, and collaboration, as well as with a commitment to excellence, innovation and measurable impact?

USIU-Africa seeks a visionary Deputy Vice Chancellor to lead transformational teaching, learning, and research in a sector defined by rapid change, emerging technologies, and new possibilities. This is a role for a forward-thinking academic leader who can inspire innovation, strengthen research excellence, and drive institution-wide transformation in a dynamic environment.

The Vision

The landscape of higher education is no longer shifting—it has been transformed. In an era defined by the rapid ascent of generative AI, the decentralisation of knowledge, and the blurring lines between industry and academia, the traditional models of the university are being rewritten in real-time. This is not a role for a maintainer of standards, but for an architect of evolution. We need a leader who can navigate the tension between academic

rigour and radical innovation, ensuring that our pedagogical approaches and research frameworks do not just keep pace with the future, but actively define it.

Your mission will be to bring strategic leadership, a strong scholarly record, and the ability to champion digitally enabled teaching, future-focused curricula, interdisciplinary research, and impact-driven partnerships. You will help shape a learning culture that is agile, inclusive, and responsive to the evolving needs of students, staff, industry, and society.

Your Impact

You will lead the integration of emerging technologies into the core of the student experience, moving beyond digital adoption toward a fundamental reimagining of how knowledge is acquired and applied. You will champion a research ecosystem that is agile, interdisciplinary, and responsive to a world where the half-life of technical skills is shrinking. You will foster a culture of continuous iteration, empower faculty to experiment and encourage students to become co-creators of their own educational journeys.

About USIU Africa

Our History

USIU-Africa was established in 1969 as the African campus of United States International University in San Diego, initially offering programmes not available in Kenya's public universities, such as Psychology and International Relations. The institution relocated to Kasarani in 1991 and expanded its land holdings in 1999, supporting its growth and development. Following a brief merger with the California School of Professional Psychology in 2001 to form Alliant International University, it regained independence in 2005 and secured U.S. accreditation from WASC in 2008.

In 2014, the university rebranded as United States International University-Africa. Today, it holds dual accreditation in Kenya and the United States and offers 38 programmes across diverse fields, including Humanities, Social Sciences, Health and Technology. Building on its history of responding to emerging educational needs, its strategic direction connects academic excellence with student success, research, innovation and preparation for a changing world.

Our Vision, Mission and Values

Our Vision: To be a premier institution of academic excellence with a global perspective.

USIU-Africa's mission is to promote the discovery and application of knowledge, the acquisition of skills and the development of intellect and character in a manner which

prepares students to contribute effectively and ethically as citizens of a changing and increasingly technological world.

This mission is achieved through a wide range of high quality undergraduate and graduate academic programs designed to result in the following outcomes: higher order thinking; scientific, quantitative and technical literacy; global understanding and multicultural perspective; career preparedness; community service and development; and ethical leadership.

We seek to create an environment that encourages rigorous intellectual and scholarly development; fosters openness to a wide range of ideas, cultures, and people; and enhances personal growth through social action projects.

Our core values include:

- **Life-long Learning:** Developing a learning culture that continues throughout a person's lifetime.
- **Integrity:** Ensuring the pursuit of excellence by upholding professional and ethical standards and being accountable.
- **Innovativeness:** Introducing new methods and strategies that ensure quality, efficiency, effectiveness and productivity.
- **Social Responsibility:** Providing leadership in responding to issues of national and global concern through collaborative efforts.
- **Academic Freedom:** Upholding the spirit of free and critical thought and enquiry, through the open exchange of ideas and knowledge.

Our Educational Approach

USIU-Africa's approach to education combines academic rigour with practical application, preparing students to respond to change and contribute meaningfully to society. Its learner-centred programmes develop critical and creative thinking, scientific and technological literacy, ethical judgement and a global perspective. Research, writing-intensive courses, applied projects, internships, community service and co-curricular experiences enable students to translate knowledge into practice, develop leadership and strengthen their readiness for professional life. By aligning teaching, research and innovation with the evolving needs of industry and society, the University gives practical expression to education for the future.

This approach is complemented by an integrated student journey in which academic progression, wellbeing, inclusion and belonging reinforce one another. Connecting teaching and learning with responsive support and career readiness helps students develop the adaptability, resilience and capacity for lifelong learning needed to contribute effectively to their professions and communities. Together, these priorities give substance to the University's development as a university of the future. Grounded in Africa and connected to the world, USIU-Africa seeks to equip graduates to address emerging challenges and shape the societies in which they live and work.





Deputy Vice Chancellor – Transformative Teaching, Learning and Research

USIU-Africa seeks an astute scholar and accomplished executive leader to transform its academic enterprise for the future. The Deputy Vice Chancellor, Transformative Teaching, Learning and Research will bring strategic judgement, innovation and sound administration to academic excellence, student success, institutional competitiveness and global relevance. This is a mandate to shape programmes, teaching and research around the knowledge and practical capabilities graduates need in a changing world, and to build an academic culture that embraces interdisciplinary work, digital transformation and continuous improvement.

The role will be accountable for academic quality across all levels and programmes, effective teaching

and rigorous assessment of learning, programme relevance and graduate employability, digital transformation, research integration, global academic connectivity, and faculty development and mentorship. Working with deans and other University leaders, the Deputy Vice Chancellor will also drive measurable improvements in retention, academic progression and timely graduation.

Reporting to the Vice Chancellor, the Deputy Vice Chancellor will lead and manage senior academic leaders. The portfolio provides broad oversight of academic programmes, teaching and learning, research and innovation, digital learning, academic administration and academic resource planning.

The Role

Role:
Deputy Vice Chancellor – Transformative Teaching, Learning and Research

Location:
Nairobi, Kenya

Salary:
Competitive with comprehensive benefits

Responsibilities

Strategic Academic Leadership and Governance

- Provide strategic direction and oversight for transformative teaching, learning and research across schools and departments. Translate the academic components of the University's Strategic Plan into implementation priorities, measurable outcomes and an academic development strategy that strengthens institutional competitiveness and global relevance.
- Lead the development of academic policies and regulations and oversee the implementation of University Senate decisions. Represent and advocate for the academic portfolio, preserving USIU-Africa's distinctive character, academic freedom and institutional ethos.
- Provide regular reports to Council, Senate and the Management Board and technical advice to management. Use reliable academic performance data to assess progress, identify risks and direct improvement.

Academic Excellence and Programme Relevance

- Review existing programmes and lead the development and approval of new curricula against future skills, industry needs, labour market demand and emerging disciplines. Maintain a relevant, high-quality and financially sustainable programme mix across all levels.
- Strengthen competency-based education, experiential learning and interdisciplinary programmes. Ensure graduates develop practical capabilities, problem-solving skills and professional judgement that support employability and effective participation in the market.
- Work with deans to improve teaching effectiveness, assessment quality and student learning outcomes. Embed clear learning outcomes, rigorous assessment and continuous evaluation in programme delivery.
- Ensure qualified academic personnel, learning resources and academic

information resources support effective delivery. Use employer and graduate feedback, alongside academic evidence, to inform programme renewal and skills development.

Student Success and Inclusive Learning

- Collaborate with deans and the Deputy Vice Chancellor, Student Life to improve retention, academic progression and timely graduation. Strengthen academic advising, mentoring, inclusive learning and coordinated support that identifies and addresses barriers to achievement.
- Use progression, attrition, completion and learning outcome data to target interventions and evaluate their effectiveness. Build academic environments in which students from diverse backgrounds can participate, develop confidence and realise their potential.
- Connect academic learning with practical experience and career readiness, collaborating across the University to improve graduate employability and students' transition beyond their studies.

Research and Innovation Leadership

- Set a clear strategic direction for research and innovation that reflects the University's priorities and connects scholarship with societal and industry needs. Lead through deans and academic leaders to strengthen research quality, outputs and impact.
- Integrate research into teaching and programme development, expanding research-led programmes and postgraduate pathways. Strengthen postgraduate supervision, researcher development and the connection between inquiry, learning and practice.
- Champion interdisciplinary research and programme development, bringing schools and disciplines together to address complex problems

and emerging areas of knowledge. Create opportunities for collaborative projects that connect faculty expertise with student learning.

- Promote student innovation, problem solving and entrepreneurial thinking through inquiry, applied projects and opportunities to develop and test ideas. Support an academic culture in which experimentation and the practical application of research are encouraged.
- Facilitate publication and dissemination of research findings and strengthen research support, including the development of proposals and research collaborations. Work with relevant University functions to support funding opportunities and the responsible translation of research into practical benefit.
- Oversee research ethics management and related research functions within the academic portfolio. Uphold research integrity, responsible conduct and appropriate ethical review, working with the relevant institutional mechanisms.

Digital Transformation and Flexible Learning

- Lead the academic adoption of appropriate technologies and expand flexible, online and hybrid learning options where they enhance access, programme quality and student outcomes.
- Work with deans and technology teams to strengthen digital pedagogy, faculty capability and accessible learning resources. Ensure digital delivery supports meaningful engagement and rigorous assessment rather than simply transferring existing content online.
- Use learning analytics and academic information systems to monitor engagement, progression and learning outcomes, identify emerging concerns and guide timely academic support. Evaluate the effectiveness of digital initiatives and uphold confidentiality and responsible use of data.

Responsibilities

Academic Quality and Accreditation Collaboration

- Hold deans accountable for the quality of teaching, research and assessment within their schools. Ensure academic standards meet regulatory requirements and that programme review and improvement are supported by credible evidence.
- Collaborate with the quality assurance and accreditation liaison functions on review readiness, evidence requirements and academic corrective actions. Ensure schools provide timely, accurate documentation and implement agreed improvements for the concurrent American and Kenyan accreditation reviews.
- Maintain clear accountability for academic delivery through deans and academic leaders, while preserving the independence of institutional quality assurance and accreditation liaison arrangements. Use independent review findings to guide academic improvement.

Academic Administration

- Strengthen academic administration and the performance of schools and departments within the portfolio. Plan the academic calendar and ensure adherence to teaching schedules, examinations and holidays.
- Coordinate University examinations and oversee policies relating to student academic standards, student discipline and academic personnel discipline, working with relevant University functions and applying fair procedures.
- Collaborate with the Deputy Vice Chancellor, Student Life in planning University graduation ceremonies.

Leadership and Management

- Lead and manage senior academic leaders, setting clear expectations for academic performance, research development and student success. Mentor, coach, supervise and evaluate direct reports and build an effective, accountable academic leadership team.
- Oversee academic recruitment and evaluation through appropriate leadership and institutional processes. Support faculty development and mentorship that strengthen teaching, assessment, research and digital learning capability.
- Build a culture of collaboration, inclusion, integrity and innovation. Lead change across the academic enterprise, address performance concerns constructively and support senior leaders to deliver agreed priorities.

Resources and Global Academic Collaboration

- Develop and manage the annual budget for the Transformative Teaching, Learning and Research portfolio. Align expenditure, academic staffing and learning resources with agreed outcomes and institutional sustainability.
- Lead planning for academic resources, including those provided through the Mastercard Foundation, in collaboration with the relevant University functions.
- In collaboration with the Director of Advancement and relevant academic leaders, develop and support joint programmes, exchange opportunities and international academic collaborations that strengthen global connectivity, programme quality and research.
- Contribute academic expertise to the development, implementation and review of partnerships in support of the University's mission and vision.





Candidate Profile

The successful candidate will combine scholarly credibility with executive capability and a record of leading academic transformation. They will be able to lead senior people, use evidence to make decisions and connect academic excellence with student success, innovation and global relevance.

Academic and Professional Qualifications

- Doctor of Philosophy in the field of specialisation from a recognised University or equivalent.
- At least the rank of Associate Professor.
- Relevant professional qualification and membership of a relevant professional body.

Experience and Knowledge

- Over thirteen years of relevant experience, with over five years in management, three of which should be at senior management level in a similar organisation.
- A record of teaching, service and scholarship consistent with tenure, and a track record of successful academic leadership.
- Broad and detailed knowledge of higher education and its changing landscape, including curriculum relevance, assessment of learning and institutional and programme accreditation.
- Evidence of leading senior academic leaders and working across disciplines to improve teaching, research, student outcomes and organisational performance.

Skills

- **Strategic and operational planning:** Translate institutional ambitions into long-term, integrated plans, clear priorities and measurable academic outcomes.
- **Data-driven decision making:** Interpret teaching, assessment, progression, completion, employability and research data to identify trends, direct interventions and assess results.
- **Academic transformation:** Review programmes against industry needs and future skills, strengthen practical and interdisciplinary learning and improve assessment quality.
- **Research and digital learning leadership:** Connect research with teaching and postgraduate development, support innovation and guide effective adoption of online, hybrid and flexible learning.
- **Business and financial acumen:** Exercise sound financial judgement, manage resources and balance academic priorities with institutional sustainability.
- **Communication and collaboration:** Listen and communicate clearly, articulate the University's vision and work effectively with academic, professional and external stakeholders.
- **Academic quality and accreditation:** Evaluate programme quality, lead academic improvement and work constructively with independent assurance and accreditation functions.

Competencies

- **People and culture leadership:** Lead and manage deans and other senior academic leaders with approachability, clear accountability and the courage to make difficult decisions. Develop faculty capability and mentorship.
- **Interdisciplinary collaboration:** Build commitment across schools, connect expertise and champion joint research and programme development.
- **Governance and integrity:** Demonstrate executive presence, high ethical standards and sound judgement; respect academic freedom, research ethics and independent assurance.
- **Innovation and change leadership:** Anticipate changes in higher education, challenge practices that limit learning or performance and create an environment that supports experimentation and improvement.
- **Inclusive and student-centred leadership:** Build teaching, learning and research environments that respond to a diverse campus community and connect academic excellence with student success.
- **Global outlook and institutional advocacy:** Build academic connectivity and represent the University's ambitions persuasively while collaborating with those responsible for Advancement and external relationships.

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 the 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-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-1026-USIU-Africa or Pat-Jones-CoverLetter-1026-USIU-Africa.

Timeline

- **Closing Date:** 27th November 2026
- **First stage interviews:** TBC
- **Final interviews:** TBC

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of USIU-Africa’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 pirungu@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 and 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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