



UNIVERSITY of
RWANDA

JOB ADVERTISEMENT

Recruitment of Principals for the Colleges of the University of Rwanda

The University of Rwanda (UR) is a Rwandan public institution of higher learning, established by law N° 71/2013 of 10/09/2013 and determining its mission, powers, organization and functioning. UR is constituted of six Colleges namely; College of Agriculture, Animal Sciences and Veterinary Medicine (CAVM), College of Arts and Social Sciences (CASS), College of Business and Economics (CBE), College of Education (CE), College of Medicine and Health Sciences (CMHS), and College of Science and Technology (CST). The mission of UR is to deliver quality education and develop innovative teaching and research to address the socioeconomic development challenges of the Country, the Region and the World. The University also hosts a number of regional centers of Excellence including Internet of Things, Energy for Sustainable Development, Data Science, Innovative Teaching of Mathematics and Science, Biomedical Engineering and eHealth, Vaccine, Immunization Health Supply Chain, Biodiversity and Natural Resources Management and East Africa Institute of Fundamental Research.

UR seeks to fill the positions of Principal of the College of

- Agriculture, Animal Sciences and Veterinary Medicine,
- Arts and Social Sciences,
- Business and Economics,
- Education and
- Medicine and Health Sciences

The Colleges are structured into Schools, Centers, and Departments delivering general and professional training as well as carrying out research across disciplines. These Colleges are a critical part of UR's profile and reach as a University and as such we are seeking exceptional individuals to lead the teaching, research and innovation in these areas.

The Principal is a member of the Senior Management Council in the University and the post-holder is expected to be a leader in academia, with excellent people management skills, and a genuine commitment to the development of students and staff.

Job Description

Reporting to the Office of the Vice Chancellor, the Principal as Head of the College is responsible to Senate and through the Offices of the Deputy Vice Chancellors for promoting and maintaining academic management excellence, efficiency and effectiveness in the College. S/he is responsible to the Vice Chancellor for:

- a. Maintaining close liaison with the Offices of the Vice-Chancellor and the Deputy Vice Chancellors
- b. Creating a conducive and collegial environment for personal growth of staff
- c. Establishing an environment in which students learn effectively, staff teach and research effectively, and administrative staff work efficiently

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- d. Providing leadership geared at achieving academic objectives of that College within agreed timeframes and budgets
- e. Taking a lead in the identification, mobilization and distribution of teaching, learning and research resources
- f. Ensuring that senior managers and all staff in the college carry out their duties effectively and efficiently and are held accountable for their activities
- g. Developing new curricula and reviewing existing ones to ensure that the right degree programmes produce graduates with the right skills and competences
- h. Modelling the values, attitudes and behaviours of a quality leader, manager and academic
- i. Fostering cross-disciplinary partnerships in the one University
- j. Marketing the College by giving it visibility through interaction with industry, the public sector, professional bodies, the donor community and the wider world
- k. Overseeing that teaching, learning, research, consultancy and admission standards are maintained at the highest level
- l. Effectively managing the meetings and Committees chaired in the college
- m. Attending University meetings and carrying out other assignments delegated to her/him by the Vice Chancellor

Eligibility Criteria for the Applicants:

Eligible applicants for the '**Principal**' College of Agriculture, Animal Science and Veterinary Medicine should demonstrate:

- 1) Academic achievement and hold a PhD or equivalent qualification in one of the fields relevant to the college namely; Agriculture, Animal Sciences, Veterinary Medicine or any other related discipline.
- 2) Evidence of at least three (3) years' effective teamwork, leadership and management at a senior level (at least Dean or equivalent) in a higher education institution
- 3) Capacity to initiate innovations to ensure a vibrant and competitive College
- 4) Teaching and research experience of at least 4 years in one of the disciplines of the College and holding academic rank of at least **Senior Lecturer**
- 5) Commitment to partnerships and entrepreneurship
- 6) Evidence of success in securing grant funding
- 7) Evidence of capacity building and a commitment to professional development
- 8) Evidence of involvement in research postgraduate training through publications in peer reviewed journals and successful Post Graduate supervision
- 9) Commitment to building scholarship in teaching, learning and assessment.

Eligible applicants for the '**Principal**' College of Arts and Social Sciences should demonstrate:

- 1) Academic achievement and hold a **PhD or equivalent qualification** in one of the fields relevant to the college namely; Law, Journalism and Communication, Political Science, Arts and Languages or any other related discipline.

- 2) Evidence of at least three (3) years' effective teamwork, leadership and management at a senior level (at least Dean or equivalent) in a higher education institution
- 3) Capacity to initiate innovations to ensure a vibrant and competitive College
- 4) Teaching and research experience of at least 4 years in one of the disciplines of the College and holding academic rank of at least **Senior Lecturer**
- 5) Commitment to partnerships and entrepreneurship
- 6) Evidence of success in securing grant funding
- 7) Evidence of capacity building and a commitment to professional development
- 8) Evidence of involvement in research postgraduate training through publications in peer reviewed journals and successful Post Graduate supervision
- 9) Commitment to building scholarship in teaching, learning and assessment

Eligible applicants for the '**Principal**' College of Business and Economics should demonstrate:

- 1) Academic achievement and hold a **PhD or equivalent qualification** in one of the fields relevant to the college namely; Economics, Management Sciences, Accounting, Finance, Banking, Project Management, Marketing or any other related discipline.
- 2) Evidence of at least three (3) years' effective teamwork, leadership and management at a senior level (at least Dean or equivalent) in a higher education institution
- 3) Capacity to initiate innovations to ensure a vibrant and competitive College
- 4) Teaching and research experience of at least 4 years in one of the disciplines of the College and holding academic rank of at least **Senior Lecturer**
- 5) Commitment to partnerships and entrepreneurship
- 6) Evidence of success in securing grant funding
- 7) Evidence of capacity building and a commitment to professional development
- 8) Evidence of involvement in research postgraduate training through publications in peer reviewed journals and successful Post Graduate supervision
- 9) Commitment to building scholarship in teaching, learning and assessment

Eligible applicants for the '**Principal**' College of Education should demonstrate:

- 1) Academic achievement and hold a **PhD or equivalent qualification** in one of the fields relevant to the college namely; Education Sciences, Education Policy and Management, Special Needs Education, Early Childhood Education, Sports and Physical Education or any other discipline with training in Education.
- 2) Evidence of at least three (3) years' effective teamwork, leadership and management at a senior level (at least Dean or equivalent) in a higher education institution
- 3) Capacity to initiate innovations to ensure a vibrant and competitive College
- 4) Teaching and research experience of at least 4 years in one of the disciplines of the College and holding academic rank of at least **Senior Lecturer**
- 5) Commitment to partnerships and entrepreneurship
- 6) Evidence of success in securing grant funding
- 7) Evidence of capacity building and a commitment to professional development
- 8) Evidence of involvement in research postgraduate training through publications in peer reviewed journals and successful Post Graduate supervision
- 9) Commitment to building scholarship in teaching, learning and assessment

Eligible applicants for the 'Principal' College of Medicine and Health Sciences should demonstrate:

- 1) Academic achievement and hold a **PhD or equivalent qualification** in Medicine and Health Sciences or a Specialist Medical Doctor.
- 2) Evidence of at least three (3) years' effective teamwork, leadership and management at a senior level (at least Dean or equivalent) in Teaching, Clinical training & research environment
- 3) Capacity to initiate innovations to ensure a vibrant and competitive College
- 4) Teaching and research experience of at least 4 years in one of the disciplines of the College and holding academic rank of at least **Senior Lecturer** or 4 years of experience in Clinical training and supervision as Medical Doctor.
- 5) Commitment to partnerships and entrepreneurship
- 6) Evidence of success in securing grant funding
- 7) Evidence of capacity building and a commitment to professional development
- 8) Evidence of involvement in research postgraduate training through publications in peer reviewed journals and successful Post Graduate supervision
- 9) Commitment to building scholarship in teaching, learning and assessment

Salary and Fringe Benefits

A competitive salary plus a package of fringe benefits commensurate with the position of Principal (**which is at level E**) as per the University structure will be offered to the successful applicants.

Mode of Application

- (i) Interested individuals from both within and outside UR should submit a letter of application accompanied with Curriculum Vitae, copies of relevant academic credentials.
- (ii) Applicants should forward references from three referees, one of whom must be of international standing from a country other than the one the applicant is applying from; referees should assess applicants against the eligibility criteria and duties listed above.
- (iii) The deadline for submission of application is **5th April 2021 at 6pm local time**.
- (iv) Applications should be submitted by email with subject heading 'Confidential Principal's Application to: vc@ur.ac.rw

Note:

1. Rwandan citizens in diaspora and women are encouraged to apply.
2. Since some of the positions were advertised previously, previous applicants are also encouraged to re-apply.

Done at Kigali on 22nd March 2021.

Prof. Alexandre Lyambabaje
Vice Chancellor

