

THE CATHOLIC UNIVERSITY OF EASTERN AFRICA



A. M. E. C. E. A.

Office of the Vice Chancellor

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JOB ADVERTISEMENT

DEPUTY VICE CHANCELLOR - RESEARCH, INNOVATION, ADVANCEMENT & DEVELOPMENT

The Catholic University of Eastern Africa wishes to recruit a dynamic, qualified and result oriented person to fill the position of **Deputy Vice Chancellor - Research, Innovation, Advancement & Development**.

Organizational Relationship: The job holder functionally reports to the Academics Committee of the University Council and Administratively to the Vice Chancellor.

Main Duties and Responsibilities

1. RESEARCH LEADERSHIP

- a) Provide strategic leadership and vision for the University's research activities, guiding the development and implementation of research policies, initiatives, and programs.
- b) Foster a culture of excellence, integrity, and collaboration in research across all disciplines, promoting interdisciplinary approaches and partnerships.
- c) Develop and maintain research infrastructure, facilities, and resources to support the needs of faculty, researchers, and students engaged in research activities across diverse disciplines.
- d) Support faculty, researchers, and graduate students in identifying funding opportunities, preparing grant proposals, and disseminating research findings through publications and presentations.
- e) Ensure compliance with ethical standards, research regulations, and institutional policies related to research integrity, human subjects' protection, animal welfare, and responsible conduct of research.

2. INNOVATION AND ENTREPRENEURSHIP

- a) Promote innovation and entrepreneurship within the University community, facilitating the translation of research discoveries into commercial products, services, and startups.
- b) Establish and nurture relationships with industry partners, startups, investors, and government agencies to facilitate technology transfer, licensing agreements, and industry collaborations.

- c) Provide support and resources for faculty, students, and staff interested in pursuing entrepreneurial activities, including mentorship, training programs, and access to incubators and accelerators.
- d) Promote technology transfer and commercialization of research discoveries and innovations through patents, licenses, start-up ventures, and industry partnerships.
- e) Oversee intellectual property management processes, including patenting, licensing, and technology transfer agreements. Protect and maximize the value of intellectual property assets generated through research and innovation activities.

3. ADVANCEMENT AND DEVELOPMENT

- a) Lead fundraising and development efforts to secure philanthropic support, grants, sponsorships, and other sources of funding to advance the University's research, innovation, and academic programs.
- b) Cultivate relationships with alumni, donors, foundations, corporations, and other stakeholders to engage them in the University's mission and vision.
- c) Develop and implement comprehensive advancement strategies, including donor cultivation, stewardship, and recognition programs, to enhance philanthropic revenue and support.

4. STRATEGIC PLANNING AND IMPLEMENTATION

- a) Contribute to the development and implementation of institutional strategic plans, goals, and initiatives, particularly in areas related to research, innovation, and advancement.
- b) Identify emerging trends, opportunities, and challenges in research funding, innovation ecosystems and recommend strategic responses and investments.
- c) Collaborate with senior leadership, academic departments, and external partners to align research, innovation, and fundraising activities with the University's mission, vision, purpose, core values, and strategic priorities.

5. EXTERNAL PARTNERSHIPS AND ENGAGEMENT

- a) Forge collaborations and partnerships with industry, government agencies, non for profit organizations, and international institutions to advance research, innovation, and development goals.
- b) Represent the University in external forums and conferences, related to research, innovation, fundraising, and advancement, building the institution's reputation and influence.
- c) Advocate for policies and investments that support research, innovation, and philanthropy at the local, national, and international levels, positioning the University as a leader in these areas.

6. REPORTING AND ACCOUNTABILITY

- a) Prepare regular reports, updates, and presentations for the University Council, senior leadership, and other stakeholders on research, innovation, fundraising, and development activities, outcomes, and impact.

- b) Ensure compliance with regulatory requirements, grant agreements, and ethical standards governing research, fundraising, and advancement activities, and implement measures to address any issues or concerns.

Minimum Qualifications, Skills and Competencies

1. Full Professor or Associate Professor of a recognized University;
2. Be a registered member of a professional association;
3. At least 10 years of experience in Senior University Management positions;
4. Should have published extensively in recognized refereed Journals;
5. Demonstrate evidence of innovative and creative leadership in areas of Research, Innovation and Outreach;
6. Demonstrate evidence of current strategic partnerships and networks;
7. Provide evidence of leadership research, networking, and ability to attract funds to the University;
8. Should have a good understanding of legal framework, policies and regulations governing University education in Kenya;
9. Demonstrated leadership experience in financial management and budget oversight, preferably within a complex academic institution or similar organization;
10. Strong collaborative and interpersonal skills, with the ability to build effective partnerships and work collaboratively with faculty, staff, students, and external stakeholders;
11. Outstanding organization development skills, entrepreneurial acumen and business process re-engineering competencies;
12. Ability to develop and communicate a clear vision for Research, Innovation and advancement that aligns with the institution's purpose, vision, values and strategic priorities;
13. Capacity for innovative thinking and problem-solving, with a focus on fostering creativity, entrepreneurship, and continuous improvement within the University;
14. Excellent verbal and written communication skills, including the ability to articulate complex ideas, influence stakeholders, and represent the institution effectively to internal and external audiences;
15. Proven ability to recruit, develop, and motivate high-performing teams, and to foster a culture of inclusivity, diversity, and excellence within the Research, Innovation and Advancement departments;
16. Experience in strategic planning, goal setting, and project management, with a track record of successfully implementing initiatives that advance institutional priorities;
17. Proficiency in data analysis and evidence-based decision-making, with the ability to use data to assess performance, identify trends, and inform strategic actions;
18. High ethical standards and integrity, with a commitment to upholding integrity, ethical conduct, and the mission of the institution;
19. Ability to effectively manage crises and navigate challenging situations with composure, decisiveness, and integrity;

The Person

- Should be a creative and innovative team player;
- Should possess good interpersonal and communication skills;

- Should be a person of integrity; morally upright and mature;
- Should be able to work under minimum supervision;
- Should be flexible and adaptable enough to work in a multicultural environment;
- Should have the ability to guide and mentor students.

Interested applicants should submit a C.V., copies of relevant certificates and transcripts, and three reference letters (one from the local parish) via email careers@cuea.edu

Applications should reach the Human Resources Manager on or before **3rd December 2024**.

NB: ONLY SHORTLISTED CANDIDATES SHALL BE CONTACTED.

Very Rev. Prof. Stephen Mbugua NGARI
RECTOR/VICE-CHANCELLOR