



## POST OF VICE-CHANCELLOR

The Malawi University of Science and Technology (MUST) is pleased to announce a call for applications for the position of Vice-Chancellor. This role presents a rare and prestigious opportunity for a visionary and accomplished academic leader to guide one of Malawi's fastest-growing and most strategically positioned public universities. Renowned for its specialised focus on science, technology, innovation, and entrepreneurship, MUST seeks a distinguished professional to lead the institution into its next phase of growth and transformation.

### 1 About MUST

The Malawi University of Science and Technology (MUST) is a public institution established to drive national development through science, technology, innovation, and entrepreneurship. With approximately 6,000 students across four Schools and two campuses, the University is rapidly growing as a key catalyst for national transformation.

Guided by its vision to become a world-class centre of science, technology, innovation, and entrepreneurship, MUST is implementing its second Strategic Plan (2024–2030) in line with its long-term development agenda and Malawi's first implementation plan (MIP-1) under the Malawi 2063 development agenda.

In just over a decade, MUST has emerged as a distinctive institution aligned with national aspirations. As it enters a dynamic phase of growth, the University presents both opportunities and challenges for its Chief Executive, the Vice-Chancellor, who will be expected to lead the next stage of development and expand MUST's regional and global influence - an era aptly described as "Inspiring a New Era of Lasting Impact."

The University now invites applications from strategic, visionary, and results-driven leaders to serve as Vice-Chancellor and steer its mission of academic excellence, innovation, and transformative impact.

### 2 The Vice-Chancellor

The Vice-Chancellor serves as the University's Chief Executive Officer and Academic

Head, reporting to the University Council and working closely with the Council. The role entails strategic leadership, academic direction, and executive oversight of MUST, ensuring the effective management of day-to-day operations and delivery of the University's strategic and operational priorities.

As the chief steward of the University's vision, mission, and values, the Vice-Chancellor will provide inspired, accountable leadership, fostering a high-performance culture rooted in excellence, innovation, integrity, and inclusivity. This includes optimising human, financial, and physical resources to achieve institutional growth and national relevance.

The Vice-Chancellor is also responsible for institution-wide oversight, ensuring compliance with all relevant laws, regulations, and policies, while advising the University Council on governance, finance, and strategic development to support sound decision-making.

As MUST's executive leader, the Vice-Chancellor is accountable for institutional performance outcomes, including academic quality, research excellence, student experience, financial sustainability, stakeholder engagement, and global competitiveness. The role also entails leading the effective implementation of the 2024–2030 Strategic Plan and advancing MUST's contribution to the Malawi 2063 through the following key responsibilities:

## 2.1 Strategic Leadership, Governance and Resource Stewardship

- a) Articulate and lead an ambitious institutional vision that positions MUST as a world-class hub for science, technology, innovation, and entrepreneurship, aligned with its mandate, mission, values, and national development priorities.
- b) Foster an entrepreneurial and performance-driven culture for institutional sustainability and operational excellence.
- c) Oversee governance, compliance, and policy implementation across academic, financial, and administrative functions.
- d) Provide strategic oversight of financial planning, capital projects, infrastructure development, and digital transformation to support the University's academic and research ambitions.
- e) Lead high-level resource mobilisation efforts, engaging government, industry, alumni, and development partners to diversify revenue streams and

strengthen financial resilience.

- f) Embed a culture of continuous improvement, data-informed decision-making, and quality assurance across all University functions.
- g) Oversee enterprise risk management and institutional integrity frameworks.

## 2.2 Academic Excellence and Innovation

- a) Provide visionary academic leadership that inspires staff and ensures high-quality, innovative teaching and learning that meets international standards.
- b) Oversee the development, review, and enhancement of curricula to ensure national and global academic relevance.
- c) Promote flexible and inclusive teaching modalities - including open, distance, and e-learning - to expand access and promote lifelong learning.
- d) Ensure academic quality assurance frameworks are robust, transparent, and continuously improved to uphold excellence in teaching, learning, and graduate outcomes.

## 2.3 Research, Innovation and Societal Impact

- a) Provide strategic leadership in research, development, and knowledge transfer.
- b) Lead the formulation and implementation of a dynamic research, consultancy, and outreach agenda aligned with national and global priorities.
- c) Cultivate a high-performance research culture that encourages interdisciplinary collaboration, ethical standards, mentorship, and capacity building.
- d) Promote integration of research into teaching, innovation, and entrepreneurship to boost relevance and graduate employability.
- e) Drive strategic partnerships with government, industry, civil society, and international organisations to expand research funding, visibility, and societal impact.

## 2.4 External Relations, Reputation and Global Engagement

- a) Lead marketing, communications, and public relations strategies to elevate the University's visibility, brand, and global influence.
- b) Represent MUST as its principal face and spokesperson in national, regional, and international fora.
- c) Drive internationalisation strategies, including student and staff mobility, academic partnerships, and globally competitive programming.
- d) Promote the University's influence through thought leadership and strategic stakeholder outreach.
- e) Oversee reputation and crisis communication strategies to build resilience and public trust.

## 2.5 People and Culture

- a) Inspire and lead staff, students, and the Senior Management Team in delivering institutional priorities.
- b) Oversee strategic workforce planning, talent development, and succession management.
- c) Foster a collegial, inclusive, and ethical organisational culture.
- d) Drive performance management systems, staff development, and leadership pipeline growth.

## 3 Qualifications, Knowledge and Experience

The ideal candidate must be a distinguished scholar and seasoned university leader with proven capacity in strategic management, academic excellence, and institutional transformation. Specifically, the candidate must have:

- a) A PhD from an institution accredited or recognised under the National Council for Higher Education Act. Qualified candidates holding professorial rank will have an added advantage.
- b) At least ten (10) years of senior management experience in a nationally accredited or internationally recognised higher education institution.

- c) A strong academic track record demonstrated through PhD supervision, publication in reputable peer-reviewed journals, and contributions to research and innovation.
- d) Demonstrated ability to lead institutional transformation and manage multidisciplinary leadership teams in delivering strategic results.
- e) A deep understanding of university governance, academic and research management, quality assurance, and global trends in higher education.
- f) In addition, the candidate must demonstrate:
  - i. Ability to command respect in academic, policy, and international circles.
  - ii. Capacity to develop and sustain strategic partnerships and networks.
  - iii. Strong track record in mobilising research funding and managing donor-supported projects.
  - iv. Experience in developing and overseeing academic and research programmes.
  - v. Entrepreneurial drive and capacity to secure alternative funding and resources.
  - vi. Strategic foresight and agility in responding to dynamic higher education challenges.
  - vii. Balance between consultative leadership and decisive action.
  - viii. Excellence in interpersonal, team building, and communication skills.
  - ix. Capacity to attract, motivate and retain high-performing staff across disciplines.
  - x. Strong ethical foundation and ability to promote institutional excellence, integrity and accountability.

#### 4 Terms of engagement for the Vice-Chancellor

The successful candidate will be engaged on a 5-year contract, with the possibility of

renewal based on job requirements and satisfactory performance. Additionally, they will receive a competitive salary and benefits package that aligns with the seniority of the position in accordance with the University's Conditions of Service.

## 5 Mode of application for the post of Vice-Chancellor

Candidates who meet the requirements should submit their online applications with an updated curriculum vitae with email addresses of three traceable referees and copies of their academic and professional qualifications by **Friday, 8<sup>th</sup> August, 2025**.

Electronic applications should be sent to the Chairperson of the Search Committee using the following email address: [vc-search-2025@must.ac.mw](mailto:vc-search-2025@must.ac.mw), and a copy should be sent to [councilchairperson@must.ac.mw](mailto:councilchairperson@must.ac.mw) and [registrar@must.ac.mw](mailto:registrar@must.ac.mw).