



# Avance International University

P.O Box 116119 Nabweru, Wakiso, Uganda

+256 (0)700670691, +256 (0)766 751 763

info@aviu.ac.ug, avanceiu24@gmail.com www.aviu.ac.ug

## OFFICE OF THE UNIVERSITY COUNCIL

### JOB ADVERTISEMENTS

**Application Deadline:** 16th July 2024 | **Duty Station:** Wakiso, Nabweru Campus | **Start Date:** As Soon As Possible (ASAP)

### VICE CHANCELLOR

AVIU is seeking to recruit qualified and competent person to fill the position of the **Vice Chancellor**. Applicants are required to send applications, detailed CV, photocopies of supporting documents, names and address of 3 Referees, and Telephone contacts to [hr@aviu.ac.ug](mailto:hr@aviu.ac.ug) in One PDF document by **16<sup>th</sup> July 2023**. **NO PHYSICAL APPLICATIONS SHALL BE ACCEPTED.**

**Duty Stations:** Wakiso, Nabweru Campus. **Start Date:** ASAP

**Location:** Nansana, Wakiso District / Kampala, Uganda

**Reports To:** University Council through the Chairperson

**Employment Type:** Full-Time Contract (4–5 Years, Renewable Subject to Performance)

#### About Avance International University

Avance International University <https://aiu.ac.ug> is a dynamic and innovation-driven private university committed to providing transformative, practical, and accessible higher education that responds to societal and industry needs.

The University's Vision is to become a premier innovative higher education institution for social, economic, and technological transformation in Africa. Guided by its core values of Diversity, Excellence, Sustainability, Integrity, Innovation, and Affordability, AIU seeks a visionary and results-oriented leader to serve as its Vice Chancellor.

#### Position Overview

The Vice Chancellor is the Chief Executive Officer (CEO), principal academic leader, and chief administrative officer of the University. The position provides strategic, academic, financial, and operational leadership to ensure the effective implementation of the University's Vision, Mission, and strategic priorities.

The successful candidate will champion academic excellence, innovation, research, institutional growth, financial sustainability, and stakeholder engagement while ensuring compliance with Uganda's higher education regulatory framework.

The Vice Chancellor will oversee the development of transformative and industry-relevant programmes across the University's academic disciplines, including:

- Education

- 
- Business Administration & ICT
  - Alternative Medicine & Health Sciences
  - Nursing and Allied Health Programmes
  - Innovation and Entrepreneurship
  - Virtual and Digital Learning Platforms

The role requires an inspiring and forward-thinking leader capable of positioning AIU as a competitive and impactful higher education institution within Uganda, Africa, and globally.

## **Key Responsibilities**

### **1. Strategic Leadership & Institutional Development**

- Provide visionary leadership and strategic direction for the University in alignment with its Vision, Mission, and core values.
- Lead the implementation and periodic review of the University Strategic Plan.
- Drive institutional growth through innovative academic programmes, strategic partnerships, research initiatives, and digital transformation.
- Promote innovation, entrepreneurship, and hands-on learning approaches that prepare graduates for the evolving global workforce.
- Strengthen the University's Innovation Centre and Virtual Campus to enhance accessibility, relevance, and institutional competitiveness.
- Position the University as a centre for transformative education, research, and community impact.

### **2. Academic Leadership & Quality Assurance**

- Provide overall leadership for academic affairs, teaching, learning, research, and quality assurance.
- Ensure compliance with the National Council for Higher Education (NCHE) standards, the Universities and Other Tertiary Institutions Act, and international best practices.
- Promote curriculum innovation and continuous improvement to ensure academic programmes remain industry-relevant and globally competitive.
- Foster a culture of research, publication, consultancy, and community engagement.
- Champion student-centred learning and academic excellence across all faculties and schools.
- Support staff development, mentorship, and academic capacity building.

### **3. Governance, Administration & Financial Management**

- Serve as the accounting officer of the University and ensure prudent financial management and accountability.
- Lead resource mobilisation, fundraising, and income-generating initiatives to support institutional sustainability.
- Ensure efficient administration, budgeting, procurement, and utilisation of University resources.
- Promote transparent, ethical, and effective governance systems.
- Work collaboratively with the Board of Trustees, University Council, Senate, and Management Committees.
- Foster a professional, inclusive, and high-performance institutional culture.

### **4. External Relations & Stakeholder Engagement**

- Represent the University nationally, regionally, and internationally.
- Build and strengthen partnerships with government agencies, development partners, industry, professional bodies, alumni, and academic institutions.
- Promote the University's visibility, reputation, and brand positioning.

- 
- Lead initiatives for scholarships, grants, donor engagement, and collaborative projects.
  - Strengthen industry linkages to support employability, internships, and innovation.

#### **5. Ceremonial & Institutional Representation**

- Preside over graduation ceremonies, convocations, and official University functions in the absence of the Chancellor.
- Uphold and protect academic freedom, institutional integrity, and the University's values.
- Serve as the public face and ambassador of the University.

#### **Qualifications & Experience**

##### **Applicants must possess:**

- A Doctorate (PhD) from a recognised and accredited university in a relevant academic discipline.
- At least ten (10) years of progressive experience in university teaching, research, and administration.
- A minimum of five (5) years' experience in senior academic leadership or university management roles such as Dean, Principal, Deputy Vice Chancellor, or equivalent.
- Demonstrated experience in strategic leadership, institutional development, financial management, and policy implementation.
- Strong understanding of Uganda's higher education system, including NCHE regulations and the Universities and Other Tertiary Institutions Act.
- Proven ability to mobilise resources, build partnerships, and drive institutional growth.
- A strong research and publication profile will be an added advantage.

#### **Key Competencies**

The ideal candidate should demonstrate:

- Visionary & Innovative Leadership
- Ability to inspire transformation, innovation, and institutional growth.
- Strategic & Financial Acumen
- Strong capabilities in planning, budgeting, fundraising, and resource optimisation.
- Communication & Stakeholder Engagement
- Excellent interpersonal, negotiation, and communication skills with the ability to engage effectively with diverse stakeholders.
- Integrity & Ethical Leadership
- High levels of professionalism, accountability, transparency, and commitment to ethical leadership.
- People & Change Management
- Demonstrated ability to build teams, manage change, mentor staff, and foster a culture of inclusivity and excellence.
- Problem-Solving & Decision-Making

- 
- Strong analytical and decision-making abilities in complex academic and administrative environments.
  - Commitment to Diversity & African Development
  - A strong commitment to diversity, equity, innovation, and Africa's socio-economic transformation.

### **Terms of Service**

- Competitive remuneration package commensurate with qualifications and experience.
- Official transport and housing allowance or University-provided accommodation.
- Medical insurance and other applicable staff benefits.
- Professional development and institutional support.
- Contract duration of four (4) to five (5) years, renewable subject to satisfactory performance and approval by the University Council.

### **Equal Opportunity Statement**

Avance International University is an equal opportunity institution committed to diversity, inclusion, integrity, and academic excellence. Qualified candidates of all backgrounds are encouraged to apply.

### **Application Procedure**

Interested candidates should submit:

- A detailed Curriculum Vitae (CV)
- Certified copies of academic and professional qualifications
- A statement of vision for the University
- Contact details of at least three professional referees

### **Applications should be addressed to:**

#### **The Chairperson, University Council**

Avance International University  
Nansana, Wakiso District, Uganda

For more information, visit:

**Website:** <https://aiu.ac.ug>

---

**Application Deadline: 16th July 2024**