



WE ARE

HIRING!

DEPUTY VICE-CHANCELLOR, ACADEMIC SERVICES

The mandate of the Botswana Open University (BOU) is to make education accessible to all Botswana, especially out-of-school youth and adults, using open and distance learning (ODL) methods. This means providing flexible learning environments that cater to diverse needs and preferences, allowing individuals to study at their own pace and convenience. The university's mission is to offer quality education, research, and community engagement through ODL solutions.

The Botswana Open University (BOU) vision is to "inspire excellence and present life-long learning opportunities globally." Its mission is to "provide quality education, research, and community engagement through open and distance learning solutions."

The Post

Botswana Open University (BOU) is currently seeking a solution-driven, visionary, transformational leader who has the ability to work in a multi-cultural environment with a proven track record to occupy the position of **Deputy Vice-Chancellor- Academic Services**.

The Deputy Vice- Academic Services shall strategically and effectively lead and oversee the provision and delivery of world-class open and distance learning programmes of the highest academic standards at Botswana Open University (BOU).

Key Duties and Responsibilities

- Lead the strategic and operational planning of Academic Services, ensuring alignment to the Botswana Open University Strategy, Mission and Vision.
- Champion, develop and oversee implementation of the University's academic portfolio and strategy, and provision of high-quality academic services
- Oversight of the business performance and sustainability of academic services to inspire and inform the growth and development of the university.
- Develop activities that strengthen and increase the university's income stream to ensure investment for growth.
- Plan and advise on the growth of the schools and department in line with the strategic plan to ensure that it is fit-for-purpose and strategically positioned to deliver world-class services.
- Oversee the development, implementation, and monitoring of quality assurance systems that will enable BOU to meet and maintain the highest standards in teaching and learning.
- Promote continuous innovation in teaching and learning techniques applied to ensure a rich student-centred environment and develop highly employable graduates.
- Stimulate strong interdisciplinary and collaborative linkages and synergies between Student Services and Academic Services by working closely with DVC-Student Services to foster and support research by the learners, in line with the research agenda.
- Build on and extend partnerships and collaborations, at the senior-most level, with potential funders, including international research councils, businesses, industrial and commercial organisations, professional bodies, local and regional government agencies, industry partners, and any other organisations to secure collaborations and opportunities for innovation in teaching and learning and for the furtherance of the objectives of BOU.
- Be the key spokesperson for BOU in all matters related to the university's academic affairs and represent and promote BOU in regional and international forums.
- Represent, together with the VC, the university's academic interests in policy debates at local, regional, and international levels.
- Advise the government and other agencies (through regular reports, participation in senior-level meetings, etc.) on any policy decision that is relevant to or has any implications for ODL in Botswana and that can be used to inform the general HRD agenda.
- Develop and nurture strong critical relationships at the highest levels with relevant public and private bodies to enhance the reputation of BOU, to increase public support for the university, and for the furtherance of the objectives of BOU.
- Be informed about relevant challenges and issues in the global, national, and institutional arenas to ensure the university remains relevant and in a state of change-readiness and responsiveness.
- Lead the search, identification, development, and implementation of new initiatives that support open and distance learning in BOU.
- Drive any required organisational and cultural change within Academic Services.

Person Specification

Qualifications and Experience

- Should have a PhD in any academic discipline from an accredited institution and distinguished professional standing and be a full professor with a minimum of 12 years' experience in a tertiary education environment, with 6 years in a management position in a higher education institution.
- Must have strong academic credentials attested by a professorship in a university.
- Excellent record of scholarship, teaching, research, and service. Focusing on metrics related to student success, academic program effectiveness, faculty performance, and resource allocation.
- Professorial or equivalent standing, with a research reputation and profile commensurate with a senior academic leadership role that commands respect among the academic community.
- Profound knowledge of higher education and research demands globally, with an understanding of the Botswana context.
- Experience in open and distance learning.
- Experience and excellent track record in resource mobilisation for research projects, sponsorships, and grants. Knowledge of different fundraising strategies, including individual giving, corporate partnerships, and event-based fundraising, is beneficial. Experience in the use of IT software/applications
- Significant publication record with experience in conducting PhD examinations and supervising research programmes including successful PhD and research completion.

Skills Requirements/Competencies

- Fundraising expertise
- Communication and presentation skills.
- Conflict management skills
- Decision-making skills
- Interpersonal skills
- Leadership skills
- Mentoring / coaching Negotiation, persuasion, advocacy, networking, relationship building, and stakeholder management
- Organisational planning
- Research, critical thinking, analytical, problem-solving
- Strategic planning and execution
- Team building

BOU offers a competitive salary package for qualified/competent candidates.

Tenure of Office

The tenure of office for the Deputy Vice Chancellors shall be appointed for a maximum of two consecutive five year terms, depending on the performance. An assessment for contract renewal shall be commenced twelve (12) months before the end of the first term.

Application Requirement

Interested persons who meet the above stated requirements are required to submit, together with their applications, copies of a comprehensive Curriculum Vitae, relevant certified copies of certificates and two recent references and a statement detailing their achievements and their vision for the University to: recruitment@staff.bou.ac.bw

Applications should be addressed to :

Director, Human Resources
Botswana Open University
Private Bag BO 187
Gaborone
Tel: 3646024/29/4

NB: Only Short-listed Candidates shall be responded to.

Closing Date: 20th August 2025