



VICE-CHANCELLOR JOB PROFILE, TERMS OF REFERENCE AND PERSON SPECIFICATION

1. Position at a glance

Item	Requirement
Position	Vice-Chancellor
Institution	University of Seychelles
Reporting	University Council
Appointment	By Council in accordance with the University Charter and applicable approval requirements
Term	A term not exceeding five years , in accordance with Clause 17.2 of the University Charter
Commencement	1st January 2027

2. Institutional context

Recruitment and appointment context. The recruitment forms part of the University's planned leadership succession following the completion of the incumbent Vice-Chancellor's term on **31st December 2026**. The incumbent has served the term permitted under **Clause 17.2 of the University Charter**, which provides that the term of office of the Vice-Chancellor shall not exceed five (05) years. The new appointment is expected to commence on **1st January 2027**, subject to completion of the University's approved recruitment and governance process.

The University of Seychelles is the national University of Seychelles, with a distinctive role in **higher education, research, innovation, human-resource development and national socio-economic development**. UniSey operates within a **national, regional and international higher-education environment** and is **committed to academic excellence, quality assurance, lifelong learning, research, partnerships and sustainable institutional development**.

The Vice-Chancellor will **lead the implementation** of the **University's Strategic Plan 2022–2030**, subject to approved priorities and subsequent revisions adopted by Council.

3. Purpose of the role

The **Vice-Chancellor** is the University's **chief executive** and **principal institutional leader**, responsible for **strategic, academic, administrative** and **operational leadership** within the authority delegated by Council and in accordance with the **Charter, applicable legislation, University policies** and **approved strategic and financial plans**.

4. Core responsibilities

Area	Key expectations
Strategic leadership	Translate the Strategic Plan into measurable priorities; monitor performance; lead institutional development, transformation and continuous improvement.
Governance and accountability	Work effectively with Council, Senate and the Chancellor; implement Council decisions; provide timely reporting and maintain the distinction between governance and executive management.
Academic leadership and quality	Safeguard academic standards; strengthen teaching, learning, research, postgraduate education, quality assurance and accreditation.
Research, innovation and knowledge exchange	Build research capacity, partnerships, funding, innovation, entrepreneurship and knowledge transfer.
Students and community	Promote student success, retention, completion, welfare, engagement, inclusion and graduate outcomes.
Financial sustainability	Lead budget implementation, prudent resource management, revenue diversification, external funding and alignment of resources with strategy.
People and organisational development	Build a high-performing workforce; strengthen leadership, succession, performance, professional development and employee engagement.
Infrastructure and digital development	Oversee approved campus and infrastructure priorities, asset management, major projects, digital transformation, information systems and cybersecurity.
External and international engagement	Represent UniSey with Government, regulators, industry, professional bodies, academic partners, development partners, donors and international networks.
Governance, risk and integrity	Promote compliance, risk management, internal controls, ethical conduct, transparency and institutional accountability.

5. Key performance areas

- Strategic leadership and implementation of the Strategic Plan.
- Academic standards, programme development and teaching quality.
- Research, innovation and knowledge partnerships.

- d. Student experience, retention, completion and graduate outcomes.
- e. Financial sustainability and responsible resource allocation.
- f. People, leadership, performance and organisational culture.
- g. Quality assurance, accreditation and continuous improvement.
- h. Governance, compliance, risk and accountability.
- i. Infrastructure, campus development and institutional assets.
- j. National, regional and international engagement.
- k. Digital transformation and institutional effectiveness.
- l. Institutional reputation and contribution to Seychelles.

6. Essential qualifications and experience

- a. A doctoral degree or equivalent terminal qualification appropriate to the higher-education environment.
- b. Substantial senior leadership experience within a university or higher-education institution, or comparable senior leadership experience in a complex organisation.
- c. Demonstrable strategic planning, implementation and institutional development experience.
- d. Strong understanding of teaching, learning, research, academic quality and higher-education governance.
- e. Experience of financial and resource management and balancing competing institutional priorities.
- f. Experience working with a governing board, council, senate or equivalent governance body.
- g. Demonstrable people leadership, organisational change and institutional capacity-building experience.
- h. Experience in quality assurance, accreditation, regulatory compliance or equivalent institutional review.
- i. Ability to work effectively with Government, industry, professional bodies, academic partners and other stakeholders.
- j. Substantive understanding of research, innovation and knowledge exchange.
- k. Proficiency in at least two (2) of the three (3) national languages of Seychelles.

7. Desirable experience

- a. Previous Vice-Chancellor, Deputy Vice-Chancellor, Pro-Vice-Chancellor, President, Rector, Dean or equivalent senior executive experience.
- b. Experience in a small-island, regional or developing-country higher-education environment.
- c. International higher-education leadership experience.
- d. Revenue diversification, external resource mobilisation or fundraising.
- e. Institutional transformation, digital transformation or major infrastructure/campus development.

- f. International academic partnerships and engagement with national policy and development priorities.

8. Leadership competencies

Competency	Expected evidence
Strategic vision	Turns institutional ambition into practical, measurable priorities.
Institutional leadership	Leads a complex institution through competing priorities and change.
Governance and accountability	Works constructively with Council and governance bodies while maintaining executive accountability.
Sound judgement	Makes evidence-based decisions and manages risk and uncertainty.
Financial acumen	Understands financial information and makes sustainable resource decisions.
People leadership	Develops, motivates and holds people accountable.
Change leadership	Leads transformation while maintaining stability and stakeholder confidence.
Communication and collaboration	Builds productive relationships and communicates clearly across diverse groups.
Integrity and ethical leadership	Demonstrates transparency, fairness, professionalism and accountability.
Innovation and external engagement	Identifies opportunities and builds relevant national, regional and international relationships.

9. Governance reference

The role profile is designed to provide a direct line of sight between the Charter, the University's strategic requirements, the published advertisement and the assessment process. The recruitment documentation should retain the relevant Charter references, including Clauses 17.1, 17.2, 17.4 and 17.7, as applicable to the particular criterion. The person specification should be applied consistently in the eligibility screening, shortlisting and interview stages.