



POSITION OF THE VICE CHANCELLOR, WOMEN UNIVERSITY OF AZAD JAMMU & KASHMIR, BAGH

Women University of Azad Jammu and Kashmir (AJ&K) Bagh is a prominent public sector institution of higher learning established under the Act of the Legislative Assembly of AJ&K (Act VII of 2014). Applications are invited from eminent academicians/scholars of international repute for the position of the Vice Chancellor, Women University of AJ&K, Bagh.

ESSENTIAL QUALIFICATION AND EXPERIENCE

The basic eligibility threshold including qualification, experience and age shall be as under:-

- a) PhD from a HEC recognized University/Institution;
- b) Experience of at least 20 years teaching/research/administration with at least five (05) years as a full professor in HEC recognized University/Institution or equivalent rank with professional experience in a national or international Research and Development organization;
- c) Demonstrated experience of teaching, research, administration and fund management;
- d) Experience at leadership position like, Chairman/Principal/Director of an institute or center and Dean or equivalent;
- e) Not more than 65 years of age on the last date fixed for submission of the applications.

DESIRABLE EXPERIENCE

The additional experience desirable from candidates for the post of Vice Chancellor shall be as under:-

- a) Experience of working in the Statutory Authorities of an institution/organization such as Academic Council, Syndicate or Management Council or Executive Council or Board of Management and other Statutory Bodies etc.;
- b) Experience of handling quality issues like assessment and accreditation procedures, etc.;
- c) Experience of handling developmental programs/projects and their associated matters at national or international level;
- d) Contribution at international/national level (policy papers, patents, discoveries, varieties etc.);
- e) Performance/engagement in outreach community activities/projects, awareness campaigns in respective fields/societal issues;
- f) Membership/leadership role in societies/organizations (national/international);
- g) Experience of establishing new organization/entity/campus at national/international level;
- h) Management of public funds and developmental efforts undertaken (public sector projects) ; and
- i) Experience of undertaking activities to secure new and additional financial, human and material resources to advance organizational vision/mission.

EXPECTED SKILLS AND COMPETENCIES

Following skills are required for the position of Vice Chancellor:-

- a) **Technical Skills:**
 - i. Openness towards technology and a deep conviction regarding its potential applications in knowledge-based settings;
 - ii. Reasonably high level of comfort in the use of technology; and
 - iii. Developed or introduced innovative modes of learning (online/distance/hybrid mode of learning).
- b) **Managerial Skills:**
 - i. Ability to anticipate issues and problems and prepare advance strategic plans;
 - ii. Ability to generate resources and allocate the same appropriately;
 - iii. Capacity to work effectively under pressure and manage work and resources within tight deadlines;
 - iv. Good understanding of financial management including revenue generation, planning and fiscal control;
 - v. A creative consensus builder with the capacity to listen and to build a management team with skills appropriate in performing their tasks;
 - vi. Excellent recruiter of Human Resources; and
 - vii. Experience in the management of complex administrative and financial organizations.
- c) **Alignment with corporate objectives and State as well as national level priorities:**

- i. Ability to identify the needs of communities in key sectors;
- ii. Deep understanding of the challenges before the nation and the means through which higher education can respond to developmental needs.

d) Leadership skills:

- i. Ability to motivate a diverse group of stakeholders;
- ii. Ability to further the mission and goals of the University/institution;
- iii. Ability to think strategically and innovatively and maintain a broad perspective; and
- iv. Ability to lead by personal example with openness to new ideas and a consultative approach in implementation of the same.

e) Interpersonal, communication and collaborative skills:

- i. Demonstrable success in developing and executing national and international collaborative arrangements;
- ii. Ability to interact effectively and persuasively with a strong knowledge-base at senior levels and in large forums as well as on a one to one basis;
- iii. Evidence of being an active member of professional bodies;
- iv. Negotiation skills to settle disputes and reach agreements between different stakeholders; and
- v. Demonstrable advocacy and communications skills.

TERMS & CONDITIONS

Tenure: The Vice Chancellor shall be appointed for a renewable tenure of five years by the Chancellor.

Pay: Pay, Perks & Privileges as per rules.

APPLICATION REQUIREMENTS

Two copies of applications should be accompanied by the following supporting documents duly indexed/referenced:

- Certified copies of educational certificates/degrees/diplomas.
- List of HEC recognized research publications.
- Details of certified administrative experience duly supported by documentary evidence.
- Three recent passport size photographs along with a certified copy of a valid CNIC clearly mentioning date of birth of the applicant.
- Candidates meeting the requirements may apply by sending a letter of intent, curriculum vitae along with self-quantification proforma available at the link <https://wuajk.edu.pk/advertisement-vc/>. The letter of intent should explain, in less than 1000 words, their vision of the strengths, development and sustainability of institution's programmes.
- Applications without verifiable supporting documents shall not be entertained.

LAST DATE FOR RECEIPT OF APPLICATIONS

- The applications of the candidates complete in all respect should reach the office of the Secretary Presidential Affairs/Secretary Search Committee, President's Block, Kashmir House, Sector F-5/2, Islamabad, latest by **April 28, 2025** before the close of office hours.
- Candidates short-listed by the Search Committee shall be called for interview.

SECRETARY PRESIDENTIAL AFFAIRS, AJ&K/Secretary Search Committee
President's Block, Kashmir House, F-5/2, Islamabad
Ph# 051-9203800- 9214692