



THE UNIVERSITY OF THE WEST INDIES

DIRECTOR, ACADEMIC PROGRAMMING AND DELIVERY DIVISION

Applications are invited from suitably qualified individuals for the post of **Director, Academic Programming and Delivery Division, Global Campus**.

The **Director of the Academic Programming and Delivery (APAD) Division**, a position equivalent in rank to that of a **Dean at a landed campus of The University of the West Indies (The UWI)**, which provides strategic leadership for the Division and plays a pivotal role in advancing the mission of the Global Campus. The successful candidate will be a visionary leader with the capacity to translate strategic objectives into measurable outcomes through the establishment of clear priorities, effective resource management, and sound decision-making.

The position requires exceptional communication and interpersonal skills, with the ability to foster collaboration across all levels of the University and engage effectively with internal and external stakeholders. The Director will also champion innovation in academic programming and delivery, support the pursuit of research grants and external funding opportunities, and identify alternative revenue streams to strengthen the Division's sustainability and growth. Through inclusive leadership and a commitment to excellence, the Director will contribute significantly to the continued development and success of the Global Campus.

The main duties of the Director, APAD are:

Academic Leadership:

- Provide visionary leadership to the Division/Faculty, setting academic goals, and objectives aligned with the institution's mission and strategic plan.
- Foster a culture of excellence, innovation, and continuous improvement within the Division/Faculty's academic programmes, research and publication endeavours.
- Promote interdisciplinary collaboration and academic and research initiatives that enhance the Division/Faculty's reputation and impact.

Division/Faculty Management:

- Recruit, retain, and develop exceptional Division/Faculty members who demonstrate expertise, dedication, and commitment to its mission and values.
- Provide oversight of or conduct regular performance evaluations as applicable, and facilitate or support mentorship and professional development opportunities for Division/Faculty members to support their growth and success.
- Encourage and facilitate Division/Faculty engagement in curriculum development, research activities, and community service.

Budget and Resource Management:

- Develop and manage the Division's/Faculty's budget, allocating resources effectively to support academic, research, and operational needs within the constraints imposed by Campus Management.
- Seek additional funding opportunities and external partnerships to enhance the Division's/Faculty's research and programme offerings.

- Monitor and report on the effective use of resources, ensuring fiscal responsibility and accountability.

Student Affairs and Support:

- Collaborate with student support services to address students' academic and non- academic needs, ensuring their overall development.
- Foster a supportive learning environment that promotes student success, personal growth, and well-being; and which promotes diversity, equity, and inclusion initiatives to create a welcoming and respectful Campus environment for all students.
- Work in close partnership with departments, academic programme coordinators, and advisory committees, ensure that Quality Assurance processes maintain and expand programming that will meet community and workforce needs and advance the mission of The UWI as a whole.

Research, Publications and Scholarly Activities:

- Encourage and support Division/Faculty members' research and scholarly activities, facilitating opportunities for grants, high-quality publications, and collaborations, and facilitating mentorship for early career scholars.
- Promote a research culture that advances knowledge, addresses real-world challenges, positions the Division/Faculty as a leader in relevant research areas and supports regional development.
- Recognise and celebrate Division/Faculty achievements in research and scholarly contributions. Etc.

External Relations and Community Engagement:

- Represent the Division/Faculty to external stakeholders, including industry partners, government agencies, and alumni, to build strong collaborations and support.
- Foster partnerships and opportunities for community engagement that benefit both the Division/Faculty and the surrounding community.
- Act as an advocate for the Division’s/Faculty's interests and needs at the institutional and external levels. Etc.

Policy Implementation and Compliance:

- Ensure that institutional policies and procedures are effectively implemented within the Division/Faculty.
- Uphold academic integrity and ethical standards within all academic and research and publication activities.
- Address any potential compliance issues proactively and in accordance with institutional guidelines. Etc.

Qualifications and Experience:

- Holder of a terminal degree from a recognized institution and should at minimum be at the rank of Senior Lecturer;
- At least fifteen (15) years of related academic and professional/industrial experience as a distinguished career professional;
- At least 10 years’ senior leadership experience;
- Demonstrated ability to lead and advance research excellence within a Division/Faculty, or similar academic environment,
- Evidence of a sustained record of attracting significant (a minimum of USD 5 million over the last 5 years) external research funding.

Competencies include:

• Visioning and Alignment	• Impact and Influence
• Organization Awareness	• Using Information Technology
• Team Leadership	• Fostering Learning
• Problem Solving	• Academic and Online Learning
• Client Focus	• Fostering Relationships
• Strategic Thinking	• Quality Focus
• Industry knowledge	• Continuous Learning

Application forms may be obtained at <https://uwi.edu/jobs/> on The UWI's website. Applicants are required to submit detailed applications giving **i)** full particulars of qualifications and experience, biodata; and **ii)** the names, titles, mailing and e-mail addresses and telephone numbers of three (3) referees should be sent as soon as possible to the: **UNIVERSITY REGISTRAR, OFFICE OF ADMINISTRATION, THE VICE CHANCELLERY, UNIVERSITY OF THE WEST INDIES, MONA, KINGSTON 7, JAMAICA, W.I.**, E-mail: hrapplications@uwi.edu

The closing date for receipt of applications is **October 25, 2026**.

The University of the West Indies thanks all applicants, however, only shortlisted candidates will be contacted.