



THE UNIVERSITY OF THE WEST INDIES

POST OF VICE-CHANCELLOR

The Council of The University of the West Indies (UWI) is conducting a search for a Vice-Chancellor and to that end, is inviting expressions of interest, nominations and applications for the post. The successful candidate is expected to assume office on August 01, 2027.

MAIN PURPOSE AND SCOPE OF THE JOB:

The Vice-Chancellor is the Chief Executive Officer and Academic Head of the University and is accountable to the Council. This role embodies the pinnacle of leadership and responsibility within the institution, providing strategic, operational, academic and external stewardship for the entire university ecosystem of local, regional, and global states. The Vice-Chancellor will focus on financial sustainability, growth in enrolment, resource mobilisation, academic excellence, research impact and stakeholder confidence. The role requires an astute executive, and an innovation-driven strategist. The Vice-Chancellor guides the institution in anchoring its purpose in student development, knowledge creation, and public service. He/She must be a visionary leader who will strengthen the University's reputation and position the institution as a leading contributor to national and regional development while navigating the dynamic regulatory, fiscal, and geopolitical complexities of the global higher education sector.

KEY RESPONSIBILITIES:

Strategic Leadership and Transformation

- Develop and implement a bold strategic vision that positions the University for long-term operational and financial sustainability and growth.
- Lead strategic institutional transformation initiatives designed to improve efficiency, effectiveness, and competitiveness, including structural reform, international positioning, and future-ready programme delivery.
- Support and advise the Council in institutional oversight, regulatory compliance, risk mitigation, and fiduciary responsibility.
- Maintain a high-functioning system of shared governance, by ensuring that internal and external stakeholders are meaningfully included in institutional decision-making.
- Ensure that institutional policies are consistent with local and regional laws, regulations, and international quality assurance standards.
- Foster a culture of accountability, highly ethical conduct, innovation, entrepreneurship, and service excellence.
- Build consensus among diverse stakeholders around priorities for institutional renewal.

Student Access, Equity, and Wellbeing

- Ensure a student-first environment that prioritises inclusion, affordability, safety, and holistic student development.
- Advocate for initiatives to improve student success, retention, employability and participation in governance and university life.
- Encourage unity among the Student Societies to strengthen and advance the common cause for a One UWI corporation working for the greater good.
- Enhance respect for the rule of law and order by ensuring discipline is maintained and applied with consistency, fairness and justice.

Academic Leadership and Quality Assurance

- Promote excellence in teaching, learning, research, and innovation.
- Oversee the development of academic programmes aligned with workforce and societal needs.
- Foster interdisciplinary and applied research capable of attracting external funding from multilateral institutions.

- Lead internationalisation and global academic partnerships.
- Serve as the chief steward of academic standards, quality and ethics.
- Position the University as a hub for global and regional collaboration, academic diplomacy and multi-stakeholder knowledge partnerships.

Financial Sustainability and Strategic Resource Management

- Oversee all financial operations to ensure long-term viability, institutional resilience and value for investment.
- Oversee endowment growth, debt management and operational efficiencies in line with the University's long-range financial plan.
- Lead the development and approval of the University's biannual institutional budget.
- Oversee capital projects, infrastructural expansion and major procurement decisions through the Finance and General Purposes Committee.

Enrolment Growth and Market Expansion

- Lead initiatives to increase student recruitment, retention and completion rates.
- Expand access through online, hybrid, professional, and continuing education offerings.
- Increase international student enrolment.
- Develop new revenue-generating academic programmes and professional certifications.

Fundraising and Resource Mobilisation

- Serve as the University's chief fundraiser and ambassador.
- Develop and execute a comprehensive advancement and fundraising strategy.
- Secure philanthropic investments, grants, endowments, legacies, sponsorships and major gifts.
- Cultivate relationships with alumni, donors, foundations, corporations, development agencies and high-net-worth individuals.
- Lead capital campaigns to support infrastructure renewal, scholarships, research and strategic initiatives.
- Expand international funding opportunities through partnerships with multilateral institutions and development organisations.

Global Engagement and Institutional Reputation

- Establish strategic alliances with industry, government, alumni and international institutions.
- Create opportunities for collaborative research, innovation, commercialisation and workforce development.
- Strengthen community engagement and public trust.
- Enhance the global visibility of the University.
- Establish and sustain strategic bilateral and multilateral UWI alliances.

Human Capital Development and Organisational Culture

- Cultivate a high-performing, globally competent executive team and workforce aligned with the University's strategic values.
- Ensure performance-based appraisal systems, leadership development pipelines and succession planning for institutional continuity.
- Recommend to Council the appointment of Campus Officers as provided by the University's Statutes and Ordinances.
- Approve the appointment of Heads of Departments, Directors of Research Institutes and members of some statutory committees.

Infrastructure Modernisation and Digital Transformation

- Lead an agenda for digitalisation of administrative systems, cloud integration, cybersecurity and AI integration across academic and support services.
- Ensure that the University's digital platforms are resilient, accessible, secure and efficient.

Governance and Accountability

- Work closely with the Executive Management Team to achieve strategic objectives.
- Ensure compliance with regulatory, accreditation and governance requirements.
- Promote transparency, integrity and ethical leadership.
- Provide regular reports to statutory committees and other stakeholders on institutional performance and financial sustainability.

CHARACTERISTICS:

- Respected academic or intellectual with a strong scholarly reputation and ability to articulate and drive a bold, future-oriented vision.
- Genuine appreciation for academic freedom, shared governance and the pursuit of knowledge.
- An understanding of UWI’s diverse community of people and receptive to open dialogue, inclusivity and consensus decision-making.
- Ability to view the University as an engine for sustainable development, equity, and human advancement.
- Proven track record in expanding and diversifying revenue through grant acquisitions, endowment growth, public-private partnerships, revenue generation and philanthropy; and demonstrable competence in managing large, complex budgets and ensuring financial sustainability.
- Knowledge of the funding ecosystems including government, private sector, and donor communities.
- Comprehensive expertise of global higher education systems, internationalisation strategies, digital transformation and cross-border partnerships.
- Capacity to manage with tact, integrity, and ethical conviction, a complexity of relationships with governments, accreditation agencies and regulatory bodies.
- Ability to utilise complex institutional data to make sound strategic decisions as well as the capacity to transform institutional challenges into strategic opportunities.
- Capacity to promote the University’s role in nation-building, regional integration and global problem-solving.
- Diplomatic skills to establish and maintain a diplomatic presence in global academic, development and policy fora.

QUALIFICATIONS AND EXPERIENCE:

- Holder of a terminal degree from a globally recognised institution and should be a full Professor.
- At least twelve (12) years senior leadership experience in a large, complex, multi-national or international university systems.
- Evidence of having led a team that raised between USD 40 - 80 million during the last five years.
- Demonstrated success in leading transformational change, innovation, and external engagement at the highest level.
- Deep understanding of global higher education trends, governance models, accreditation systems, and cross-border regulatory frameworks.
- Strong reputation as a scholar, thought leader, public intellectual in a field relevant to the University’s mission.
- Skilled diplomat with political and financial acumen, cultural fluency, and a global leadership presence.

KEY COMPETENCIES:

• Strategic Thinking	• Entrepreneurial Mindset
• Visioning and Alignment	• Leading Change
• Resilience	• Decision Making
• Fostering Communication	• Impact and Influence

• Emotional Intelligence	• Client Focus
• Partnering	• Team Leadership
• Networking	• Using Financials

Kingston Jamaica: A vibrant city for living and working Kingston, Jamaica is the perfect place to experience an authentic Caribbean lifestyle thanks to its vibrant culture, beautiful beaches, and diverse cuisine. Since its founding 78 years ago, The UWI has focused on creating an excellent and ethical university, offering an unrivalled range of academic programmes, producing research of global significance, and developing strong leadership skills across all of its campuses. The Regional Headquarters has a picturesque view of the blue mountain, located at Mona, the oldest campus of the university, which encompasses 653 acres of land nestled in a lush valley that was once home to two large sugar estates. Several statues and murals depict its vibrant artistic community and the university's landscape is dotted with historical ruins such as the aqueduct and water wheel, reflecting its plantation origins.

Application forms may be obtained at <https://uwi.edu/jobs/> on The UWI’s website. Full details of the remuneration package including Further Particulars may be obtained from the Office of Administration by contacting us at **email: hrapplications@uwi.edu**. 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 26, 2026. The University of the West Indies thanks all applicants, however, only shortlisted candidates will be contacted.