



UNIVERSITY OF NAMIBIA

# Vacancy

Join Namibia's Premier Tertiary Institution



## MAIN CAMPUS

## FACULTY OF COMMERCE, MANAGEMENT AND LAW

## ASSOCIATE DEAN: SCHOOL OF ACCOUNTING

### JOB REQUIREMENTS:

The incumbent will provide high-level academic, innovative, enterprising and research-driven leadership focusing on achieving outstanding academic standards in line with the University's mission, vision and strategy.

The incumbent is responsible for the overall execution of management and leadership of the three (3) Divisions (Academic Affairs, Research, Innovation and Development and Administration and Finance) within the School/Faculty (and campus where applicable).

The incumbent will support the Executive Dean in the implementation of all academic programmes within the school, ensuring readiness of a conducive physical infrastructure environment for innovative teaching, learning and studying. Implement all approved School structures in compliance with the University Act and Statutes. Implement all relevant Policies, Agreements, Rules and Regulations and manage the performance of the School and the strategic direction thereof.

The Associate Dean is responsible for effective and efficient academic leadership, governance, human capital leadership, administrative and financial procedures and structures. Fostering an innovative work culture amongst staff and students necessary to advance each component of UNAM's mission and strategy in line with the institution's values.

Overseeing research activities at the School and to increase research and publication of the School. Responsible for the School's research and innovation by developing and implementing a research strategy for the school in line with the University's overall research strategy. Fostering and developing innovations by creating partnerships and ventures with industries and/or other local, national and international business partners.

### ELIGIBILITY:

1. The candidate should hold at least a Master's Degree in one of the disciplines in the School and be at Lecturer level; coupled with leadership experience

in higher education. A PhD Qualification will be an added advantage.

2. The candidate must have a good track record of teaching, research and community service in a university environment and a good track record of resource mobilisation.
3. At least six (6) years' academic experience, of which 3 years should be at management level.
4. Registration with the relevant Professional Body, where applicable.
5. The successful candidate should be a strong individual who commands the respect of his/her peers and has outstanding interpersonal, verbal, and written communication skills, combined with excellent digital fluency, organising, planning, analytical, fundraising, administrative and managerial skills and an understanding of the national and international roles of universities.

### SCREENING OF CANDIDATES:

The applicants for the posts will be screened and short-listed by a Search Committee, who will make recommendations to the Vice Chancellor for the appointment of a successful candidate.

Candidates must submit a paper (max. of 3-4 typed pages) on his/her vision, mission and strategic goals over the next five (5) years and providing efficient and effective services to the School and Faculty.

The selection process will involve scrutinizing the candidates' Curriculum Vitae and a vision paper and presenting themselves for an interview.

The top candidates will be required to present and demonstrate to the Search Committee at an interview their preparedness, promise and their excellence for the position of Associate Dean.

**Applications closing date: Friday, 21 August 2026**

**Kindly visit:** <https://erecruit.unam.edu.na/> for detailed information and to apply for these vacancies. Persons with disabilities are encouraged to apply. Only short-listed candidates will be contacted. All foreign qualifications should be accompanied by a Namibia Qualifications Authority (NQA) evaluation certificate. Should you have any queries kindly contact; Tel: 061 206 4620

