



# ST. PAUL'S UNIVERSITY

## VACANCY

### VICE CHANCELLOR

St. Paul's University is a Chartered private, Christian, Ecumenical Institution of Higher Learning with a mission to develop transformative servant leaders through innovative teaching, learning, research and spiritual formation. The University has continued to experience tremendous growth over the years with campuses in Limuru, Nairobi, Nakuru and a virtual campus. In line with the University's vision as a transformative Christian University of excellence for global service, the University invites applications from mature Christian professionals with high ethical standing for the position of Vice Chancellor.

#### About the Role

Reporting to the University Council, the Vice Chancellor will serve as the institution's strategic anchor—responsible for driving longterm direction, ensuring growth, operational excellence, and fostering a culture of integrity, innovation, and high performance. The successful candidate will champion institutional growth, strengthen academic quality, promote research output and enhance the University's contribution to Kenya's socioeconomic development. The role requires a leader who understands the unique dynamics of private Christian higher education and with the confidence to navigate complexity, the credibility to engage diverse stakeholders and the foresight to position the institution for sustainable growth.

#### Key Responsibilities

- Providing strategic leadership aligned with the University's vision, mission, and core values;
- Strengthening the quality and integrity of academic programs, teaching, research, innovation and student outcomes;
- Strengthening industry-driven quality programs, employability initiatives, and market responsive curriculum development;
- Securing financial sustainability through effective resource allocation, risk management, income growth, resource mobilization and efficient utilization of University assets;
- Leading human resource development, including recruitment, talent management and performance management;
- Promoting a student-centered culture that enhances welfare, safety, and overall learning experience;
- Leading organizational transformation to increase student enrolment, enhance efficiency, digital capability, and service delivery;
- Building and maintaining strategic partnerships with industry, government, donors, and international institutions;
- Upholding good governance, ethical leadership, and institutional accountability;
- Serving as the Secretary to the University Council and its Committees, Chairing the Management Board, Senate and any other University Committee as may be provided in the Statutes

#### Qualifications and Experience

The applicant must have the following qualifications and experience:

- Holder of an earned PhD from a recognized University, and should be a Professor with exemplary performance record;
- At least 10 years of senior academic and administrative experience, with proven track record in management of educational Institutions at least as a Deputy Vice-Chancellor of a University, or in other similar institutions at comparable level. Experience as a Dean / Principal of a college is an added advantage;
- Demonstrated strategic leadership with successful outcomes;
- Proven leadership in research, innovation, and academic governance;
- Distinguished academic and research record having published extensively in internationally recognized peer-reviewed journals and presented in international conferences;
- Proven experience in resource mobilization, financial management and institutional development;
- Demonstrated ability to network, fundraise, mobilize and attract resources, including research grants;
- A track record of leading transformation and delivering measurable results;
- A track record of strong ethical standards and commitment to good governance, with high moral character and integrity in accordance with chapter Six of the Constitution of Kenya, 2010 on integrity and leadership.

#### Key Competencies

We are seeking a leader who demonstrates:

- Strategic thinking and sound decision making;
- Strategic planning and execution;
- Strong interpersonal and communication skills;
- Ability to lead diverse teams and manage change;
- Financial and administrative acumen;
- Stakeholder engagement and partnershipbuilding;
- Commitment to quality, innovation, and student success;
- Commitment to academic excellence and institutional transformation;
- Integrity and sound emotional intelligence;
- Commitment to Christian principles and values.

**Note:** The position of the Vice Chancellor is a 5-year contract eligible for renewal once on the basis of satisfactory performance. The position carries a competitive remuneration package. Only shortlisted candidates will be contacted.

To apply for this position, please send your application letter, curriculum vitae/resume, relevant testimonials and a duly filled application form (available from our website) to [recruit@spu.ac.ke](mailto:recruit@spu.ac.ke). Hard copies should be addressed to: The Human Resources Manager, St. Paul's University and delivered to the Human Resources office.

Applications should be received on or before **23<sup>rd</sup> February 2026**

For more details please visit our website at <http://www.spu.ac.ke>