



## **VACANCY: RECTOR - LESOTHO COLLEGE OF EDUCATION**

### **1.0 PREAMBLE**

Lesotho College of Education (LCE) is a public higher education institution established under the Lesotho College of Education Act of 1997. The main function of the College is to educate and train quality education professionals for the education system of Lesotho and actively participate in national and global development.

The College now wishes to appoint an innovative and highly motivated candidate with exceptional management skills to fill the position of Rector.

### **2.0 DURATION**

Five years renewable contract based on performance review.

### **3.0 JOB REQUIREMENTS**

Interested candidates must meet the following requirements:

#### **3.1 QUALIFICATIONS**

Applicants must be in possession of a PhD or its equivalent in any of the following fields:

- Education
- Management, Law, Public Administration and/or other related fields

#### **3.2 EXPERIENCE:**

Applicants must have:

- Worked and obtained at least three (3) years management experience in an institution of higher learning, at a senior managerial level;
- At least three (3) research publications in peer-reviewed academic journals.
- Proven track record of community service initiatives
- Proven record of resource mobilization
- Taught at a tertiary academic institution for a minimum of three (3) years.

#### **3.3. KEY RESPONSIBILITY:**

Pursuant to Section 12 of the Lesotho College of Education Act (Amended), the Rector shall be responsible for the academic, administrative and financial affairs of the Lesotho College of Education and in the absence of the Chancellor, preside at ceremonial assemblies of the College and confer degrees and other academic titles and distinctions of Lesotho College of Education.

### **3.3.1 MAIN DUTIES**

- a) Provision of administrative and academic leadership to the institution.
- b) Provision of policy, developmental and strategic direction to the College.
- c) Ensuring compliance with relevant regulatory laws and statutes.
- d) Development of the College in respect of its facilities, staff and staffing and the advancement of its vision and mission.
- e) Ensuring financial management and resource mobilization.
- f) Initiation, formulation and overseeing the implementation of policies and statutes.
- g) Building a high-performance culture throughout the entire organization.
- h) Driving/ensuring adherence to corporate governance principles.
- i) Development of an effective framework for risk management within the College's strategic agenda.
- j) Overseeing the College's fiscal activity, including budgeting, reporting and auditing.
- k) Overseeing the development and evaluation of programmes and curricula.
- l) Preparation and presentation of detailed reports of the College performance to appropriate authorities.
- m) Promotes research and community service development.
- n) Mentoring staff, students and the College-wide community
- o) Linking the College to the government of Lesotho, the Lesotho business community and to the international research and business organizations.
- p) Performs other duties that may be reasonably assigned to him/her from time to time.

### **3.4 SKILLS AND PERSONAL ATTRIBUTES**

The following skills and personal attributes, among others, are required for the incumbent of this position:

- Good planning, organizing and decision-making;
- Excellent leadership and management;
- Fundraising ability and long-term development;
- Excellent communication skills;
- Innovative and creative;
- Good understanding of corporate governance principles;
- Good interpersonal, negotiation and problem-solving skills;
- Proven record of research and publication;
- Must have computer literacy.

### **3.5 TENURE OF APPOINTMENT**

In accordance with Section 12 (4) of the Act, The Rector shall be appointed on terms and conditions determined by the College Council for five years and shall be eligible for re-appointment.

## **4.0 APPLICATION:**

An application letter duly signed and accompanied by the Curriculum Vitae including names and contacts of three referees, Certified copies of academic documents and Certified copy of Identity Document, should be submitted by email on the address below, not later than 4.30pm Lesotho time on Friday 16<sup>th</sup> May 2025.

**Note:** Only short-listed candidates will be contacted.

**Email address:**

registrar@lce.ac.ls