

## Dean, School of Nursing & Midwifery Aga Khan University

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Company: Aga Khan University

Location: , , Pakistan

Category: other-general

The Aga Khan University is a pioneering institution of higher education whose mission is to improve the quality of life in the developing world and beyond, through world-class teaching, research and healthcare delivery. AKU educates students for local and global leadership from campuses and teaching hospitals in six countries, primarily in Asia and Africa. It generates new knowledge to solve problems that affect millions of people, especially the most vulnerable. The University is a private, not-for-profit institution and part of the Aga Khan Development Network (please find more details on AKU at the link [www.aku.edu](http://www.aku.edu)). The Dean of the School of Nursing and Midwifery (SONAM), Pakistan is the Chief Academic and Chief Executive Officer of the School, a member of the University's senior leadership team, and the primary ambassador for the School in the community. The Dean reports to the Provost and Vice President Academics, and will be based in Karachi. The Dean plays a central role in setting strategy and overall direction for nursing and midwifery education in the region; advises the Provost; works collaboratively with and supports other leaders to achieve the University goals; uses influence to align the school with University priorities; and models institutional values and competencies. As the Chief Academic Officer of the School, the Dean is responsible for education and scholarship, as well as ensuring the quality and integrity of the School in research, teaching and learning, clinical practice, outreach and community engagement, and ensuring collaboration and consultation with senior colleagues on all academic matters, including student admissions and reporting to Academic Committees. As the Chief Executive Officer of the entity, the Dean is the highest-ranking official in the School, with wide responsibility over

its functioning and general supervision over the School's direction and work. The Dean is accountable for the creation and implementation of the School's strategic plans, including comprehensive budget and financial management to ensure outcomes are achieved. The Dean is the primary spokesperson and ambassador, promoting the School through visibility at local, national, and international events. In collaboration with senior colleagues, the Dean oversees fundraising, communication, alumni engagement activities, and collaborates and consults with internal and external stakeholders. The Dean builds collaborative opportunities in health sciences and social sciences within the University, with AKDN partners and with the community to develop an academic health system and works in close coordination with other University leaders to promote a close programmatic relationship with SONAM East Africa. Additionally, the Dean is responsible for supporting AKU's role in AKDN regional initiatives, including those in Afghanistan, Northern Pakistan and Central Asia.

**Responsibilities**

- Develop and implement the School's academic and management plans and policies, incorporating a coherent set of objectives for teaching and learning, clinical practice, research and resource development;
- Identify and promote quality, access, relevance and impact of education and scholarship in all SONAM Pakistan programs, including research, teaching and learning, clinical practice, outreach and community engagement;
- Lead the School's planning processes (strategic, research, human resource and fundraising);
- Establish the School as the pre-eminent place for nursing education in Pakistan, building on the reputation of AKU;
- Monitor and improve performance to ensure outcomes, promoting positive relationships internally and externally;
- Recruit, develop, promote and evaluate faculty and senior administrators in the School in accordance with the University's policies;
- Work closely with the Medical College, Faculty of Arts and Sciences, and Aga Khan University health system to build a culture of excellence in education, research and patient care;
- Ensure collaboration of faculty with the University Hospital to assure quality of service in nursing;
- Identify and foster links with SONAM in East Africa and with other academic entities and programmes within the University;
- Develop principles and initiatives for community engagement;
- Identify and pursue opportunities to garner financial and other forms of support to enhance the long-term growth and success of the School and the University;
- Lead the School's budget within the funding constraints set during the budget-setting cycle;
- Develop a comprehensive plan for engagement of alumni.

**Leadership and Vision:** A vision for nursing education and preparation that is responsive to the evolving and complex healthcare and public health delivery models; Demonstrated

success as a leader, possessing the ability to inspire and mobilize others to achieve exemplary performance and outcomes in nursing research, education, and scholarship; Demonstrated ability to facilitate and manage change within a large and diverse organization; Experience in higher education as a Dean, Associate Dean or other similar leadership position; Deep understanding of and commitment to diversity and inclusivity and sensitivity to local culture and context; Involvement in the facilitation of building, articulating and pursuing a vision for a unit through to successful implementation; Record of promotion of teamwork, collaboration and partnership; Ability to mentor local talent/potentials in areas of leadership and research to support succession planning; Ability to establish and maintain effective working relationships with students, faculty and staff.

**Administration:** Administrative experience in a complex, dynamic, academic or clinical environment or community setting; Experience building and leading a highly functioning team, with an appropriate balance of decisiveness, collegiality, and effective delegation; Experience in budgetary and financial management and human resources; including the ability to creatively and collaboratively identify and implement strategies for improved efficiency; Experience mentoring faculty in research, teaching and leadership for success through the promotion process; Demonstrated commitment to a collaborative and collegial management style; Ability to create an environment in which faculty, staff and students can thrive; Commitment to the development of new and enhanced sources of funding; Commitment to openness, transparency and accountability.

**Education, Research, Scholarship and Service:** Significant experience in health service delivery and/or public health in a clinical nursing specialty in an academic setting; Experience with curriculum review and development, competency based inter-professional education preferable; Evidence of supervision of graduate students preferred; Commitment to teaching excellence, inter-disciplinarity and multiple ways of knowing; Clearly articulated and well-established independent programme of funded research and publications; Commitment to a student-focused culture promoting excellence in terms of student learning, graduate student training, and the overall student experience; Willingness to promote and embrace diverse teaching and research methodologies; The ability to integrate research with clinical work; Experience in implementing strategies for recruiting and retaining exceptional faculty, staff and students.

**External Relations:** Demonstrated ability to promote inter-professional and inter-sectoral relationships; Demonstrated ability to understand policy and practice issues related to nursing and midwifery in the region; Ability to advocate for the role of SONAM Pakistan as the

region's premier centre for nursing and midwifery education, research and clinical service; Ability to build positive relationships with external organizations and to effectively represent the interests of the School regionally and internationally; Ability to support and advance the profession locally, regionally and internationally; Commitment to engage in fund-raising activities for further expansion of the School and the University's resource base. Requirements The ideal candidate will bring outstanding academic qualifications, a record of scholarly achievement in the field of Nursing or Midwifery, demonstrable administrative and leadership experience, as well as a passion for advancing nursing and midwifery education, practice, research and scholarship. A global outlook and exposure to or experience in countries with developing economies is preferred. Academic Criteria: A PhD or equivalent in a field of nursing and midwifery is required on appointment. The successful candidate must be a champion of academic excellence, possess significant experience in teaching and communication, and demonstrate deep commitment to service to the profession and the community. Must be eligible for licensing and registration with the Pakistan Nursing Council. Should be appointable as full Professor on appointment in a comparable peer institution. Frequent travel within Pakistan and internationally will be required. To Apply Please email applications resume/cv and cover letter to Talent Acquisition, Human Resources by email to [hr.recruitment@aku.edu](mailto:hr.recruitment@aku.edu) Applications should be submitted latest by February 26, 2024

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