



FACULTY OF MANAGEMENT AND LAW

DIRECTOR: TURFLOOP GRADUATE SCHOOL OF LEADERSHIP (TGSL)

Lead the Renewal. Shape the Future. Transform Leadership in Africa.

The University of Limpopo invites applications from visionary, entrepreneurial and academically distinguished leaders for the position of Director: Turfloop Graduate School of Leadership (TGSL).

The University has embarked on an ambitious project of strategically renewing of TGSL and reposition it as a premier Leadership School in the Province and the region. The successful candidate will lead one of the University's most important strategic transformation projects and will be entrusted with rebuilding and repositioning TGSL into a modern, internationally recognised graduate school of leadership.

This is far more than a traditional academic leadership appointment. It is an opportunity to build an institution that develops and shapes the leaders who will transform government, business, civil society and non-profit sector and the broader society.

THE ROLE

Reporting to the Deputy Vice-Chancellor: Research, Innovation and Partnerships and the Executive Dean of the Faculty of Management and Law, the Director will provide strategic, academic and executive leadership to as follows:

- Lead the strategic renewal and repositioning of TGSL.
- Develop and implement a sustainable TGSL growth strategy aligned with the University's strategic priorities.
- Position TGSL as Limpopo Province and Africa's premier provider of post-graduate leadership education and executive education.
- Build a high-performance culture within TGSL focused on academic excellence, innovation and socio-economic impact.
- Grow postgraduate enrolments while maintaining high admission standards.
- Expand executive education, customised corporate programmes and Short Learning Programmes that are responsive to the business, civil society, community and public sector development needs.
- Develop and maintain strategic partnerships with government, industry, civil society organisations, professional bodies and international business schools.
- Drive the School's journey towards international accreditation.
- Build an internationally respected academic reputation through research, thought leadership and innovation.

- Strengthen the TGSL brand nationally and internationally.
- Lead fundraising, resource mobilisation and commercial growth initiatives.
- Establish TGSL as the preferred leadership development partner for the public, civil society and private sectors.
- Develop and implement multidisciplinary programmes, particularly in health leadership, governance, public administration and development management.
- Develop a vibrant executive learning environment that attracts professionals from across Southern Africa.

QUALIFICATIONS AND LEADERSHIP REQUIREMENTS

The University seeks an exceptional leader with the vision, credibility, and capability to lead the renewal of the TGSL. Applications are invited from candidates with strong academic, executive, entrepreneurial, or public sector leadership backgrounds.

Applicants should possess:

- A relevant postgraduate qualification in Commerce, Business Management, Leadership, Public Administration or a related field.
- A distinguished record of executive leadership in higher education, or business sector, or government and state-owned enterprises, entrepreneurship, consulting, or other complex organisations.
- Demonstrated success in leading organisational transformation and change, institutional renewal, business growth, or strategic change management.
- Evidence of building and leading high-performing organisations, teams, programmes, or enterprises.
- A proven ability to establish strategic partnerships with government, industry, civil society, and international organisations.
- Strong commercial acumen, including experience in business development, stakeholder engagement, fundraising, or revenue generation.
- An appreciation of postgraduate education, executive education, leadership development, and the role of universities in regional and national development.
- A commitment to academic excellence and the ability to foster an environment that promotes quality teaching, research, innovation, and societal impact.

For Candidates from Higher Education

Candidates from universities should ideally demonstrate:

- A doctoral qualification in a relevant discipline.
- Eligibility for appointment at Associate Professor or Professor level.
- A distinguished record of research, postgraduate supervision, and academic leadership.
- Experience in developing, managing, or leading postgraduate or executive education programmes.

For Candidates from Industry, and the Public Sector

Candidates who have built distinguished careers outside academia will be considered where they can demonstrate:

- A master's qualification in a relevant discipline.
- Outstanding executive leadership and a sustained record of organisational achievement.
- Significant experience in business leadership, entrepreneurship, public administration, governance, or executive management.
- Evidence of leading complex organisations, driving innovation, and delivering measurable organisational growth or transformation.
- The intellectual credibility, strategic vision, and leadership capability required to lead a graduate school and work effectively within a university environment.

THE IDEAL CANDIDATE

- The University seeks an exceptional leader with the credibility, stature, energy and vision to lead institutional renewal

Strategic Leadership

The ideal candidate will have:

- Significant senior leadership experience within organisations, a graduate school, business school or equivalent institution.
- Demonstrated experience leading organisational transformation.
- Strong strategic planning and implementation capability.
- Experience managing complex budgets and financial sustainability.
- A proven ability to lead institutional change.

Executive and Commercial Experience

The successful candidate should possess:

- Experience in executive education.
- Demonstrated ability to develop and nurture industry partnerships.
- Experience working with government and the corporate sector.
- A successful record in business development and revenue generation.
- Strong stakeholder management skills.
- Experience building high-performing teams.

Personal Attributes

The Director will be:

- Visionary and entrepreneurial.
- An inspirational leader.
- Results-driven.
- Innovative and opportunity-focused.
- Collaborative and relationship-oriented.
- Committed to public value and societal impact.
- Passionate about developing ethical and transformational leadership.

Strategic Priorities

The Director will be expected to lead the implementation of a comprehensive transformation agenda that includes:

- Establishing TGSL as a more autonomous, agile and entrepreneurial graduate school.
- Expanding executive education and professional programmes.
- Growing strategic partnerships across government, business and international universities.
- Building internationally benchmarked academic quality.
- Developing a distinctive niche in leadership, governance and health management.
- Driving infrastructure modernisation and digital transformation.
- Repositioning TGSL as a recognised thought leader through conferences, seminars, public dialogue and research.
- Building a financially sustainable graduate school with diversified revenue streams.

Key Performance Areas

The Director will be accountable for measurable progress in:

- Strategic implementation
- Academic excellence
- Student growth and success
- Executive education expansion
- Financial sustainability
- International partnerships
- Research productivity
- Brand development
- Graduate impact
- Institutional reputation
- Staff development and succession planning

CLOSING DATE: 23RD OCTOBER 2026

Retirement age:

The average retirement age for members of the Senior Management is 65. Consideration will be given to candidates who would be able to serve a 5-year term at the time of appointment and complete the same before the age of 65.

Application:

Applications should be forwarded to Chief Human Resource Officer by e-mail to, recruitment7@ul.ac.za and must include the following which are critical to evaluate all applications received:

- A comprehensive Curriculum Vitae.
- A cover letter outlining suitability for the position.

- A statement of leadership philosophy.
- A vision statement (maximum five pages) describing the candidate's approach to leading the renewal and future development of the TGSL.
- Names and contact details of at least three referees. (current or recent superior)

Telephonic enquiries regarding conditions of service: **Mr AL Mafana (015) 268 2916.**

It is the applicant's responsibility to have foreign-obtained qualifications evaluated by the South African Qualifications Authority. Please note that failure to submit the requested documents/information will result in your application not being considered.

The University of Limpopo is an Equal Opportunity Employer. All appointments will be made in accordance with the University's Employment Equity Policy. Preference will be given to Male (Africans) and Female (Africans).

Correspondence will be limited to short-listed candidates only. Applicants who have not been contacted within 30 days of the closing date must consider their applicants as unsuccessful.

The University reserves the right not to make an appointment.

