
 جامعة الإمارات العربية المتحدة United Arab Emirates University 	Vice Chancellor Recruitment Policy		
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Vice Chancellor Recruitment Policy

Overview



This policy aims to create a structured, transparent and fair framework for the employment of the Vice Chancellor at the United Arab Emirates University. The Vice Chancellor plays a pivotal role in shaping the academic, administrative, strategic and future direction of the University. As the chief executive officer, the Vice Chancellor is responsible for driving innovation, ensuring academic excellence, fostering a culture of research and collaboration, and representing the University on national and global platforms. A robust and effective recruitment process ensures that the selected candidate has the vision, leadership skills and commitment to advance the University's mission and strengthen its position as a leading institution in higher education and research. The policy also aims to ensure that the recruitment process is in line with the University's strategic objectives, reflects its commitment to diversity and inclusion, and commitment to the UAE's Emiratization policy.

Scope

This policy applies to the recruitment, selection, and appointment process for the position of Vice Chancellor at UAE University.

Objectives

This policy aims to ensure a rigorous, transparent, and merit-based recruitment process for the Vice Chancellor of UAE University. By prioritizing excellence in leadership, the policy seeks to identify and appoint a candidate with exceptional academic, administrative, and strategic capabilities who can drive

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the university's mission forward and enhance its global reputation. The recruitment process will be conducted with the highest standards of fairness, impartiality, and transparency to uphold trust and credibility among stakeholders.

In alignment with UAE University's commitment to diversity and inclusion, this policy promotes equal opportunity for all qualified candidates while ensuring that Emirati talent is given due consideration in accordance with the national Emiratization policy. The recruitment process will be structured to engage key stakeholders, including university leadership, faculty, and external experts, ensuring that the selected candidate reflects the collective aspirations of the university community. Additionally, the policy integrates best international practices in higher education leadership recruitment, reinforcing the university's strategic objectives and positioning it as a leader in academic and research excellence.

Article 1: Policy Principles

1. Excellence in Leadership

The recruitment process will aim to identify candidates with exceptional leadership skills, a proven track record in academic and administrative excellence, and the ability to drive the university toward achieving its vision and mission.

2. Diversity and Equal Opportunity

UAE University is committed to fostering a diverse and inclusive academic community. The recruitment process will ensure equal opportunities for all qualified candidates, regardless of gender, nationality, ethnicity, religion, or other characteristics.

3. Candidate Job Package Setup

UAE University prepares a comprehensive package for candidates and shares it with the selected candidates. This package will include detailed information about the role, vision and strategic objectives of the University, as well as responsibilities, qualifications and expectations for the position of Vice Chancellor. It also determines the rewards, benefits and conditions of employment in line with the university's regulations and policies and international best practices.

4. Emiratization



In alignment with UAE's national policies, the recruitment process will give due consideration to qualified Emirati candidates, ensuring the promotion of Emirati talent and leadership in higher education.

5. Transparency and Fairness

The recruitment process will be conducted with the highest standards of transparency, impartiality, and fairness to ensure trust and credibility among all stakeholders.

6. Stakeholder Engagement

The recruitment process will involve input from key stakeholders, including university leadership, faculty, and staff, to ensure the selection of a Vice Chancellor who represents the collective aspirations of the university community.

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Article 2: Policy Guidelines

The recruitment of the Vice Chancellor shall follow a structured and transparent process, guided by the following key principles:

1. Formation of the Recruitment Committee

A Recruitment Committee shall be established by the University Board of Trustees, comprising representatives from the Board, university leadership, and external experts, to oversee the recruitment process.

2. Position Profile Development

A comprehensive position profile, outlining the roles, qualifications, and expectations for the Vice Chancellor, shall be developed and approved before the recruitment process begins.

3. Advertising the Position

The position shall be advertised across diverse platforms, including the university's official channels, international academic platforms, and Emirati talent networks, to ensure broad and inclusive outreach.

4. Candidate Evaluation and Assessment

Applicants will be evaluated based on predetermined selection criteria, including academic and leadership credentials, cultural alignment, and strategic vision. The assessment process may include structured interviews, presentations and benchmarking tests.

5. Emiratization Priority

Aligned with the Emiratization policy, qualified Emirati candidates who meet the required standards will be given priority consideration, with leadership development opportunities offered as needed.

6. Appointment Process


The Recruitment Committee shall recommend a final candidate to the University Board of Trustees for approval, followed by endorsement by the appropriate governmental authority.

Article 3: Monitoring and Review

The Recruitment Committee shall document and review the recruitment process to ensure compliance with this policy. Feedback from stakeholders shall be gathered to improve future recruitment processes.

Article 4: Implementation

This policy shall be implemented by the Recruitment Committee in collaboration with the Human Resources Department and other relevant units. The detailed steps, tools, and methodologies for implementing these guidelines are outlined in the Vice Chancellor Recruitment Procedures document.

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Article 5: Effective Date

This policy is effective as of its adoption and will be reviewed periodically to ensure alignment with the university's goals and national priorities.

Article 6: Signatory Authority Matrix

Tasks	Recruitment Committee	Human Resources Department	University Board of Trustees
Establishment of Recruitment Committee.			I
Selection and shortlist of candidates.	R		A
Oversees the recruitment process and recommends the final candidate.	R	C	
Ensures procedural compliance and logistical support.	I	C & A	
Provides final ratification of the appointment.		R	A
Approves the final selection and appointment of the Vice Chancellor.			A