

MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

# HEAD OF EMPLOYABILITY *HONORIS UNITED UNIVERSITIES*



## ABOUT *HONORIS UNITED UNIVERSITIES*

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Honoris United Universities is the first and largest pan-African private higher education network committed to educating the next generation of African leaders and professionals. It delivers Education for Impact, regionally in a globalized world. Backed by global emerging markets investment firm, Actis, Honoris is an ambitious, rapidly expanding and dynamic organisation which values collaborative intelligence, cultural agility and mobile mind-sets and skills. Honoris joins the expertise of its member institutions to develop world-class African human talent that is competitive in today's fast-paced, demanding and increasingly digitised labour and start-up markets.

Honoris United Universities gathers a community of 57,000 students on 70 campuses, learning centres and via on-line channels in 10 countries and 32 cities. The network consists of 14 institutions: multidisciplinary universities, specialized schools, technical and vocational institutes, contact, distance, and online institutions. Students have an opportunity to experience exclusive partnerships and exchange programs in more than 85 universities across Europe and the United States. Over 300 degrees are offered in Medicine, Health Sciences, Engineering, IT, Business, Law, Architecture, Creative Arts and Design, Media, Political Science and Education.

Financed by patient capital and led by a team of experienced executives with backgrounds in the international education sector, Honoris has a well-developed pipeline of acquisitions in Africa that will further expand its geographical presence, educational offering and student community. In the medium term Honoris will have more than 100,000 students across Africa and its graduates will be recognised as the best prepared professionals and leaders impacting the economies and societies in which they live. Honoris delivers world class African talent able to transform the continent.

Honoris United Universities. [www.honoris.net](http://www.honoris.net)





# THE LOCATION

## FLEXIBLE–

*The Head of Employability will have a broad remit across the African continent, developing relationships with Honoris' institutions and a wide range of corporate partners.*

*As a consequence, the Head of Employability could be based in Europe, the US or Africa and will expect to travel extensively. Ideally the successful candidate will be co-located with one of Honoris' established institutions.*



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THE ROLE: HEAD OF EMPLOYABILITY

# MAIN RESPONSIBILITIES

The Head of Employability is a newly created role responsible for leading, at the Honoris network level, all strategic and operational activities related to “Employability”, one of the strategic pillars for the company. Employability focus is a market differentiator for Honoris and is a key quality measure of student outcomes and success.

Employability also reflects the close partnership between the network’s institutions, industry stakeholders in various sectors and the entrepreneurship ecosystem, locally and across borders. It shows the level of impact the Honoris’ educational programs have in society and creates future job opportunities and experiential learning partnerships for Honoris’

students to apply their studies in rotations, summer internships, practical learning projects, work-integrated learning, applied research, etc. This role will oversee this critically important initiative across the Honoris network.

Reporting to the Chief Growth & Strategy Officer, the Head of Employability will contribute significantly to overall business development and will have the following essential duties and responsibilities:

- Delivering effective leadership and support to the execution of the Honoris Employability function and Employability Roadmap, including:

- Gathering and monitoring data on employability and implementing methods, tools and KPIs to monitor student outcomes
- Profiling current employers and building a ‘category management/key account’ approach to facilitate the development of partnership and employability programmes
- Developing productive and innovative partnerships with international, pan-African or regional employers
- Developing a physical or digital Careers Office at each school to support post-graduation transition to employment – CV preparation, interview training etc





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THE ROLE: HEAD OF EMPLOYABILITY

# MAIN RESPONSIBILITIES CONTINUED

- Set up Alumni Relations function with initiatives to strengthen the relationship between alumni and the institution
- Promote Honoris 21st Century Skills Certificate to employers
- Develop the Honoris HR Award: Honoris' signature event to build awareness amongst employers and relevant ecosystems
- Integrating, leading and scaling a high performing Employability team at network and local institutional level, monitoring performance, identifying and filling gaps in expertise and capability
- Establishing an incentive scheme for Employability teams and monitoring performance
- Leading the PR/corporate comms strategy towards employers and stakeholders across Africa and strategic international markets. Position Honoris as a thought leader on student employability
- Directly and through third parties, research and analyze the current and future jobs market by category in order to influence the development of relevant academic offerings
- Supporting other senior management team members in developing and implementing the Honoris network strategy
- Supporting the preparation of the annual "Impact Report" supporting the "Education for Impact" statement
- Providing all necessary insight from industry and the alumni to contribute to building a life-long learning platform

**TITLE:**  
**HEAD OF EMPLOYABILITY**

**REPORTING TO:**  
**CHIEF MARKETING AND STRATEGY  
OFFICER**

**LOCATION:**  
**FLEXIBLE**

**SALARY:**  
**ATTRACTIVE BASIC SALARY,  
ANNUAL BONUS AND CORPORATE  
BENEFITS**

**TRAVEL:**  
**EXTENSIVE INTERNATIONAL TRAVEL  
PARTICULARLY ACROSS AFRICA**

**START DATE:**  
**IMMEDIATE**

**THE ROLE: HEAD OF EMPLOYABILITY**

## THE OPPORTUNITY

This is an exciting and dynamic role in a fast growing and highly successful pan-African business. In an organisation motivated by the desire to deliver “Education for Impact”, the key litmus test of its success will be the success of the Honoris students’ transition into meaningful employment and the financial, social and personal wellbeing their employment provides them, their families, societies and economies in which they work.

The Head of Employability plays a major role in the successful transition of graduates into employment through the work of the local Careers Offices, through graduate schemes, work placements or sponsorship programmes or through the strategic partnerships established with local, regional or international corporations and institutions. In turn, the success of the Honoris network in attracting the brightest and best students as under-graduates will, in part, be a reflection of the

network’s ability to provide the education and qualifications most valued by employers and reflected in the Employability function’s high employability metrics.

The scope and span of the Head of Employability’s responsibilities are limited only by the imagination and creativity of the successful candidate who will have the freedom to develop and enhance the function as necessary to achieve the desired results. Furthermore, as part of the senior leadership team, the successful candidate will be expected to contribute more broadly to the development and implementation of the network’s overall commercial strategy.

Finally, this role provides considerable flexibility in terms of base location and would ideally suit an individual with the ambition, self-motivation and maturity to operate independently as part of an experienced leadership team.

# SKILLS AND QUALIFICATIONS

*Honoris wishes to recruit someone with passion, energy, vision and emotional intelligence who is able to bring leadership to this critical function.*

*Ideally, candidates will bring the following skills and experience:*

- 10-15 years of experience in a leadership position in a pan-African B2B environment, perhaps in consulting, business development or commercial role
  - Well developed strategic, commercial and people leaderships skills with the gravitas and personality to build genuine relationships easily
  - A metrics and research-driven approach with a natural desire to understand trends and market drivers and to quantify results
  - A proven track record of developing and delivering strategic initiatives, partnering programmes or business development campaigns, ideally on an international or pan-African basis
  - A business development mindset with the sensitivity and emotional intelligence to work effectively across countries, cultures and environments within the African region
  - A strong and broad external network of contacts across Africa ideally in the education or employment sectors, professional associations, international development or leadership/HR community of large employers in the region
  - Intellect and desire to quickly understand the regulations and principles, regarding the development and optimisation of academic products, nationally and internationally
  - Proven success as a decision-maker in a collaborative, highly matrixed environment with multiple direct and indirect reporting structures
  - Written and spoken fluency in English is essential and French desirable. Other languages would be a plus
  - Degree qualified. Masters or MBA level educational qualifications would be welcome
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# SKILLS AND QUALIFICATIONS<sub>CONTINUED</sub>

*In addition, candidates will be:*

- Intelligent, professional, mature with highly developed organisational, prioritisation and time management skills
- An outstanding relationships builder and natural networker, with a track record of adding value to business partners
- Able to work effectively regionally and across cultures
- Agile, comfortable working in an ambiguous, fast growing and flexible environment
- A creative, ideas person able to conceptualise and communicate complex ideas or sensitive messages concisely orally and in writing
- Capable of converting quantitative or financial data into compelling messages
- A passionate collaborator across functional teams and at all levels internally and with partners
- Relentlessly customer focused always looking for ways to add value to the students and prospective employers
- A strong listener, persuasive, poised, authentic and articulate with the highest levels of integrity and success-drive

*Please send your CV and contact details to Victoria Bowden and a member of our team will contact you to discuss your application in more detail.*



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WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*

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*OXFORD*

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