

MILLAR CAMERON

MANAGING DIRECTOR,
HONORIS ONLINE
*HONORIS UNITED
UNIVERSITIES*

PEOPLE · PASSION · PERSISTENCE



ABOUT *HONORIS UNITED UNIVERSITIES*

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.

In July 2022, Honoris United Universities celebrated their fifth birthday. Already it has gathered a community of 71,000 students on 70 campuses, learning centres and on-line channels in 10 countries and 32 cities. The network counts 15 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 190 universities across Europe and the United States. Over

420 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.

More about Honoris United Universities can be found at <https://honoris.net/>

HONORIS ONLINE

In addition to growing its network of traditional universities in Africa, the Honoris' Board has made the strategic decision to launch a new, fully online digital university offering a wide range of accredited and unaccredited long and short courses globally. This business will take advantage of the rapidly expanding demand for online education in both developed and emerging markets, something that has been accelerated by the Covid

pandemic and changes in working and learning patterns.

In Africa, where the addressable market for education is growing dramatically as a result of a burgeoning youth population and increased access to digital infrastructure, demand for flexible, innovative and student-centric online learning represents a substantial business opportunity.

Honoris Online will be a new business unit within the Honoris network. It will offer a wide range of programs delivered digitally with a market leading student experience that combines both intuitive technology and compelling content. The business will leverage the strengths of existing Honoris institutions whilst creating its own, unique proposition.

MAIN RESPONSIBILITIES:

To lead Honoris Online, an experienced Managing Director (MD) is required to own and deliver the initiative from concept and into operations, delivering growth and profitability goals for this \$multimillion strategic initiative.

The MD will further shape and define Honoris Online's target market and positioning, as well as its commercial and delivery models and will select and develop the relevant technology platforms and create and/or acquire suitable

content. They will establish the team necessary to launch and grow the business, leveraging existing knowledge and expertise from within the Honoris network as well as recruiting and developing the necessary skills from the market.

Honoris has ambitious plans to get to market quickly, establishing its offering and generating revenues before the market fully matures. Consequently, the MD will be expected to operate at speed using their

experience to expedite the start-up process whilst also considering suitable acquisition opportunities that could bring skills, technology and/or content that scale the operations more quickly.

The MD will have full P&L responsibility for every aspect of the organisation and its success and so will require vision, discipline and superb leadership skills, concentrated on building and sustaining a high-performance team.

MANAGING DIRECTOR *HONORIS ONLINE*

TITLE:
MANAGING DIRECTOR,
HONORIS ONLINE

REPORTING TO:
GROUP CEO

LOCATION:
FLEXIBLE

SALARY:
COMPETITIVE SALARY, BONUS
AND BENEFITS

TRAVEL:
THE MD, HONORIS ONLINE WILL
BE EXPECTED TO TRAVEL ACROSS
AFRICA AND INTERNATIONALLY

START DATE:
QUARTER FOUR 2022



DIMENSIONS OF THE ROLE:

Specific duties and responsibilities include:

- Defining a pure-play online platform in terms of customer target, branding, academic offer, technology, pricing model, geographic and market strategy
- Implementing a go-to-market strategic plan and developing a product catalogue, content development engine, systems, services, products and partnerships
- Building online capabilities across the Honoris network including recruiting functional reports in each Honoris market
- Deploying the technical infrastructure to support the online business including a LMS, SIS and CRM
- Financial, budgeting and expenditure planning. Developing the business plan and delivering the financial performance of the unit
- Working with a virtual Honoris leadership team to develop and implement plans consistent with Honoris' mission, vision and values
- Leading the identification and acquisition of relevant technologies or content to further accelerate growth
- Building, maintaining and evolving an effective organisational structure to achieve objectives and facilitate growth

SKILLS AND QUALIFICATIONS:

To be qualified for this position, candidates will need the following skills and experience:

- Prior leadership experience of having built, launched and successfully run a significant online business. In order to meet Honoris' ambitious growth targets this person is likely to have done this before and understand the necessary workstreams and potential pitfalls
- Knowledge and understanding of, and cultural empathy for, the education sector. This will be key in demonstrating credibility within the Honoris network and at MD level within the various Honoris institutions
- Strong affinity and understanding for technology, its capabilities and management. First-hand experience in the selection, acquisition and management of relevant digital technologies
- A drive for financial, quality and student satisfaction goals. The MD will be a visionary, able to shape and position Honoris Online's offering as market leading
- Able to operate effectively at pace, 'parallel processing' to maximise productivity and get to market quickly
- Well-developed communication, influencing and relationship development skills, able to work collaboratively in a matrix environment and to shape partnerships inside and outside the business that deliver mutual benefit
- An entrepreneurial and independent mindset, passionate about building the business and able to adapt to circumstances as required. Proven decision-maker
- Strong track record in recruiting, developing and leading cross functional, multicultural and geographically diverse teams
- MBA or graduate level education with 15+ years in business operations and P&L management ideally gained in a regulated environment

Please send your CV and contact details to Tim Beckh or Victoria Bowden who will contact you to discuss your application in more detail.



Contact: Tim Beckh

Email: tim.beckh@millarcameron.com

Phone: +44 2038 000 310



Contact: Victoria Bowden

Email: victoria.bowden@millarcameron.com

Phone: +44 2038 000 935

A man with short dark hair is sitting at a desk, looking down at an open book he is holding with both hands. He is smiling slightly. On the desk to his left is a laptop with a blue pen resting on it. The background is a warm, out-of-focus interior space.

WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

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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LONDON

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