THE INSTITUTE OF FINANCE MANAGEMENT

RE-ADVERTISEMENT OF JOB VACANCY

POSITION: RECTOR

The Institute of Finance Management (IFM) invites applications from suitably qualified, visionary, accomplished and dynamic professionals for the appointment to the position of Rector. IFM was established under the Institute of Finance Management Act No. 3 of 1972, Cap 91 (R.E. 2023), and is one of the leading higher education institutions specialising in accounting and finance, banking, economics, insurance, information technology, management, and allied disciplines. IFM's vision is to become a leading centre of excellence in accounting and finance, management, and allied disciplines in Africa, and it is committed to excellence in teaching, research, and consultancy.

OPPORTUNITY

The Institute is in the process of filling the vacant position of Rector by searching for qualified and competent candidates**.** The successful candidate is expected to work harmoniously with the Governing Council to ensure the Institute maintains a positive, strong image as a successful institution of higher learning by formulating and implementing the right strategies and ensuring the efficient and effective use of resources. The detailed requirements of this position are provided hereunder.

(a) REPORTING RELATIONSHIP

The Rector

Reports to: The Governing Council, which is the Appointing Authority

Supervises: Deputy Rectors, Deans, Directors and Head of Units

(b) MINIMUM QUALIFICATIONS FOR CONSIDERATION

Holder of a PhD in one of the following fields: Accountancy, Banking and Finance, Business Administration, Computer Science, Economics, Human Resource Management, Information Technology, Information Systems and Mathematics, Insurance and Social Protection, Insurance and Actuarial Sciences, Procurement Management, Risk Management, or equivalent qualifications from recognised institutions with a GPA of at least 3.5 at Undergraduate level or B+ average for non-classified degrees **and** a GPA of at least 3.8 at Master's degree or B+ average for

non-classified degrees.

(c) RELEVANT WORK EXPERIENCE

The candidate must have at least twelve (12) years of work experience in a senior managerial position at a tertiary education institution or university as a Full Professor or Associate Professor and be eligible for registration as a technical teacher.

(d) DUTIES AND RESPONSIBILITIES

The Rector of IFM is the principal Administrative and Academic officer responsible to the Council for the proper administration and academic management of the Institute, in accordance with the policies laid down by the Council; responsible for proper enforcement of Council decrees; and responsible for student discipline.

(e) KEY RESPONSIBILITIES TO DELIVER ON THE INSTITUTE'S MANDATE

Strategic Leadership

i) Provide strategic leadership and implement IFM's vision, mission and strategic plan;
ii) Ensure academic excellence, quality assurance, regulatory and accreditation compliance;
iii) Lead IFM's digital agenda, artificial intelligence, digital governance and institutional information systems;
iv) Promote research culture, public engagement/consultancy and industry partnerships that enhance IFM's visibility and international recognition;
v) Build IFM's position as an African recognised centre of excellence in finance, management and allied disciplines;
vi) Build strategic relationships with the government, professional bodies, national and international higher learning institutions and development partners; and
vii) Encourage blended and interdisciplinary education, executive education and professional development.

Financial Sustainability

i) Strengthen revenue diversification and develop income-generating initiatives for robust institutional financial sustainability aligned with the Institute's vision;
ii) Ensure prudent, transparent and efficient management of the Institute's resources and investments;
iii) Mobilise and procure internal and external resources necessary for the implementation of the Institute programmes; and
iv) Maintain strong internal controls and a culture of accountability for the Institute's resources, including internal and external audits.

Staff and Students Welfare

i) Develop staff, build and maintain a high-performance workforce and effective leadership teams;
ii) Foster diversity, inclusion and collegiality amongst the staff;
iii) Direct and supervise senior Management and academic staff of the Institute;

iv) Promote students' welfare and ensure employability, entrepreneurship and industry engagement in terms of internship, practical training and attachment; and
v) Be responsible to the Governing Council for the general conduct and discipline of students.

Governance, Risk Management and Accountability

i) Ensure the implementation of the decisions of the Governing Council;
ii) Maintain an effective relationship with the Governing Council, Government and Regulatory bodies and other relevant authorities/stakeholders;
iii) Spearhead institutional risk management and compliance systems;
iv) Spearhead the continuous development and review of the mission, objectives and policies of the Institute;
v) Be spokesperson of the Institute on all matters affecting the welfare of the Institute; and
vi) Perform any other duties as may be assigned by the Governing Council.

(f) SALARY SCALE: Academic staff salary scale as per the approved Statutes.

(g) TENURE OF OFFICE: Five (5) year term renewable **only once** for another term of five (5) years.

(h) MODE OF APPLICATION

All interested and qualified individuals who meet the above requirements may apply to the address below not later than **16th November**, **2026**. The application should be accompanied by a current curriculum vitae (CV), relevant certified copies of academic and professional certificates, and the names and contact details of three Referees.

(i) SUBMISSION ADDRESS:

(a) **By Letter**

Chairperson of the Search Committee
The Institute of Finance Management
5 Shaaban Robert Street
P.O. BOX 3918
11101 Dar es Salaam

(b) **By Email:** rector_search_committee2026@ifm.ac.tz

(c) **Physical delivery:**

The Institute of Finance Management (opp. The Tanzania National Museum)
5 Shaaban Robert Street,
Block A, Third Floor, Room No. 329

CLOSURE DATE: 17th November 2026 at 16:00 HRS

Only shortlisted candidates will be contacted.

IFM is an equal opportunity employer and is committed to fair, transparent and merit-based recruitment.