



Announcement for the Position: Director of Institute for Design, Entrepreneurship and Leadership (IDEAL)

ABOUT IDEAL:

IDEAL (Institute for Design, Entrepreneurship, and Leadership) is a pioneering initiative at Habib University designed to bridge the gap between academia and industry through innovative pedagogy centered on design thinking, leadership development, and entrepreneurial training. IDEAL fosters a symbiotic ecosystem where students, faculty, and industry professionals collaborate to solve real-world challenges, drive innovation, and cultivate ethical, reflective leaders for Pakistan and beyond.

ABOUT THE POSITION:

The Director of IDEAL will serve as the strategic operational head of the institute, responsible for driving its mission, strategy, and impact. This role demands a dynamic individual with a passion for transformative education, strong leadership acumen, and the ability to forge meaningful partnerships across academia, industry, and the community. The Director will oversee program development, stakeholder engagement, and the institute's growth as a hub for creativity, innovation, and leadership.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities of this position include, but are not limited to, the following functions:

1. Strategic Leadership & Vision

- a. Develop and execute a strategic roadmap for IDEAL, aligning with Habib University's mission, strategic objectives, and the evolving needs of Pakistan's higher education landscape and industry.
- b. Champion IDEAL's unique pedagogy, ensuring it remains at the forefront of design thinking, entrepreneurship, and leadership education.
- c. Foster a culture of innovation, collaboration, and intellectual curiosity within the institute.

2. Program Development and Management

- d. Oversee the design, implementation, and continuous improvement of IDEAL's programs, including:
 - i Undergraduate offerings – focusing on developing design thinking and entrepreneurship skills.
 - ii Continuing education for industry professionals
 - iii Industry-academia collaborative initiatives
- e. Ensure programs are locally grounded, globally relevant, and responsive to industry trends.
- f. Collaborate with faculty and global partners to integrate cutting-edge methodologies into curricula.

3. Partnerships

- g. Develop strategic partnerships with global academia and institutions to advance IDEAL's mission, including long-term collaborations that may lead to co-certification of programs with globally recognized institutions.
- h. Build and nurture relationships with industry leaders, entrepreneurs, and NGOs, aligned to IDEAL's mission, to create opportunities for collaboration, funding, and co-creation.
- i. Represent IDEAL at national and international forums, elevating its profile as a leader in transformative education.
- j. Develop revenue-generating initiatives, including grants, sponsorships, and fee-based programs, to ensure financial sustainability.



4. Student & Community Engagement

- k. Lead the co-designing and delivery of courses as part of the Creative Practice Thought in the liberal core curriculum of the University, bringing together affiliate faculty from across academic programs, and the expertise within IDEAL to create a holistic experience.
- l. Ensure IDEAL's programs help students and faculty in developing critical thinking, problem-solving, and leadership skills.
- m. Develop capacity of select number of faculty and staff to offer various design and leadership trainings from the IDEAL's platform
- n. Act as a mentor and advisor for students, faculty, and professionals engaged with IDEAL.

5. Operational Management

- o. Lead the IDEAL team, including faculty, staff, and industry fellows, fostering a high-performance and inclusive work environment.
- p. Manage budgets, resources, and infrastructure (e.g., IDEAL Commons, Design Studios) to support program delivery.
- q. Monitor and evaluate the institute's impact through data-driven metrics and stakeholder feedback.

Personal Specifications

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

- a. An outstanding academic and record, with an earned doctorate, and qualifications meriting appointment at the rank of assistant professor or above;
- b. An in-depth understanding and experience of working in an undergraduate liberal arts college environment that is student-centric, and committed to student success;
- c. Deep understanding of design thinking, innovation processes, and experiential learning pedagogies.
- d. Prior experience in designing and leading academic or professional programs in design, entrepreneurship, or leadership.
- e. Strategic leadership and visioning skills with the ability to translate ideas into actionable plans.
- f. Demonstrated ability to build partnerships with industry and academic institutions.

Eligibility Criteria

Eligible candidates must be holding a position as a ladder or non-ladder faculty at a reputable University.

Appointment Details and How to Apply

Applications should consist of a CV, accompanied by a detailed cover letter. Please email these documents to Academic@habib.edu.pk.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and appropriate to the seniority of this position.

The appointment will be for a period of **two years** and begins **January 1, 2026**.

Last date to submit applications is **November 10, 2025**.