



Executive Director

Recruitment Profile

Build a technology institution for the global stage.

BOLO IT is seeking a higher-education executive to lead the institution: to build it before launch, and to run it afterwards. The mandate is an academically rigorous, AI-enabled, Silicon Valley-inspired institution that prepares students in Cameroon to compete globally.

Location	Cameroon
Employment	Full-time Executive leadership
Reports to	Founder / Board of Directors
Sector	Higher education Technology Innovation

About BOLO IT

BOLO Institute of Technology is a higher-education institution in Cameroon, architected around three pathways — Higher National Diploma, Bachelor's and Master's — and being developed to prepare professionals, innovators, researchers and entrepreneurs across science, technology, health, agriculture, business and the applied professions, for opportunities in Cameroon, across Africa and internationally.

BOLO IT is being built around a distinctive educational model: rigorous academics combined with hands-on laboratories, real-world projects, internships, professional certifications, mentorship and instruction shaped by experienced technology practitioners. The institution is intentionally globally oriented, AI-enabled and Silicon Valley-inspired.

A student educated at BOLO IT in Cameroon should leave with the academic foundation, practical capability, AI fluency, professional exposure and confidence to compete with technology talent anywhere in the world.



(+237) 652 921 000



boloinstitute.tech



Deido - Douala
Cameroon



The opportunity

The Executive Director carries overall accountability for BOLO IT. Before launch that means institutional setup, policies, curriculum development, faculty and staff recruitment, campus and laboratory readiness, partnerships and regulatory matters. After launch it becomes accountability for academic quality, operations, finances, enrollment performance, student outcomes and institutional reputation.

Mandate

- Build a modern higher-education institution — not simply administer an existing one.
- Create an academic environment where students learn by building, experimenting and solving real problems.
- Establish a faculty model combining academic excellence with accomplished industry practitioners.
- Make graduate employability and global competitiveness core institutional outcomes.

Key responsibilities

Institutional leadership & strategy

Translate the mission into strategic plans, governance, organizational structure, annual priorities, performance indicators and regular Board reporting.

Operations, staff & finances

Lead day-to-day operations and the staff who deliver them. Hold overall accountability for budgets, financial health and the controls that support audit and regulatory inspection.

Partnerships & regulatory matters

Build relationships with employers, universities, certification bodies and the diaspora, and lead the institution's engagement with regulatory authorities.





Enrollment performance

Own the enrollment targets — recruitment, conversion, retention and progression — and the marketing and admissions effort that delivers them.

Qualifications and experience

- Master's degree minimum in a relevant discipline; a doctorate is preferred.
- Senior leadership experience within a university, institute of technology, polytechnic or comparable higher-education institution.
- Demonstrated experience establishing or substantially growing an institution, faculty or academic division.
- Sound command of academic governance, quality assurance and regulatory compliance.
- Working ability in both English and French; staff, partners and authorities use both.

Personal attributes

This role suits a builder rather than a caretaker — someone who would rather establish an institution than inherit one.

Institutional judgement

Knows which decisions set precedent and which can be revisited later.

Academic credibility

Commands the respect of faculty and of regulators, and can hold both conversations.

Operational grip

Comfortable with budgets, timetables and suppliers, not only with strategy.

Resolve

Holds academic standards when it would be commercially easier not to.



How to apply

Applications are made through the BOLO IT website at **boloinstitute.tech/careers**, where this role can be opened directly and a CV attached to the enquiry form.

| We believe world-class technology talent can be developed anywhere.

Our ambition is to build one of Africa's leading technology institutions and develop graduates capable of competing with technology talent anywhere in the world.

This profile is drafted from the institution's proposed staffing schedule and is subject to institutional sign-off. It states no salary, closing date or benefit, because none is yet set.



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