

ZIMBABWE STAFF COLLEGE

ACADEMIC DIVISION



INTRODUCTION

The ZSC is committed to the maintenance of the highest standards of learning in order to produce high grade commanders and staff officers. The success or failure in the performance of their duties should be measured not only against the officer's success in battle, but also their ability to academically measure up with other military and civilian technocrats with whom they work whilst on national and international assignments. The quality of papers being produced by students bears testimony to the positive influence of these programmes on research and intellectual development of individuals. Today, we stand proud as a Division, as we have contributed through education and training in developing a crop of officers who can go out to their respective organisations and be able to meet head on the military and strategic needs of security related issues. The Zimbabwe Staff College has built a symbiotic relationship with the University of Zimbabwe, an interaction which is evidently paying dividends. The Zimbabwe Staff College has an existing Scheme of Association with the

University of Zimbabwe dating back to 1999 which mandates the College to offer Diplomas and Bachelors' Degrees in the fields of Adult Education and Defence and Security Studies.

ZSC aims at providing intellectual and defence education in the military tradition. The College is open to students who meet all requirements for admission and desire to follow its intellectual programmes that seek to integrate academic courses with defence, security and military thrusts. These programmes would prepare some of the students for taking up appointments in delivering instructional lessons in other training programmes run by the college and the ZDF at large while others will take up more challenging appointments in the ZDF or any other organization. No applicant will be excluded for reasons of sex, race, or religion.

STAFFING OF ZIMBABWE STAFF COLLEGE ACADEMIC DIVISION

The staff of the Academic Division consists of administrative staff, lecturers and clerical staff. The majority of these staff members are either diploma holders or first degree and Masters Degree holders. It is gratifying to note that the College now boasts of a few PhD holders among its teaching staff while a sizeable number is currently registered for their doctoral studies with both local and regional universities. This places the College on a sound platform in terms of quality of lectures and academic activities. The College has the following appointments on the Academic Division establishment some of which have been filled yet some are still vacant:

Director Academic Studies (DAS) (Colonel/Group Captain).

The DAS is responsible to the Commandant for the overall planning and administration of academic programmes at the ZSC



Director Academic Studies

Gp Capt M Mukarakate 'psc', 'ndc' ZW
Master of Science in Development Studies (WUA)
Masters in Business Administration (WUA)
Higher National Diploma in Information Technology

Ideally the incumbent should be a holder of a Masters degree in the fields of Administration, Adult Education, Arts, Business Administration, Defence and Security Studies, International Relations, Public Administration, Science, Strategic Management, War and Strategic Studies, or any other relevant field.

General Staff Officer Grade One (GSO 1) Plans Academic (Lieutenant Colonel). The GSO1 Plans is responsible to the DAS for the smooth administration of the Academic Division.



GSO 1 Plans Academic

Lt Col HT Dhlwayo OZM, 'psc'ZW
Master of Science in Development Studies (WUA),
Post-Graduate Diploma in Development Studies (MSU),
Bachelor of Arts General Degree (History) (UZ),
Certificate in Training Management (IPMZ)

Head of Wing (HOW) Research Wing (Wing Commander) Basing on a 3:1 manning ratio of the 4 Wings between the ZNA and AFZ, this post should be filled by the AFZ. Air HQ would need to appoint a Wg Cdr with a Masters degree in the fields of Engineering, Science, Social Science, Strategic Management or any other relevant field.



Sqn Ldr B Ngosi 'psc'
Master of Science in International Affairs (MSU)
Master of Science in Strategic and Corporate Governance (MSU)
Bachelor of Science in Human Resource Management (MSU)

Head of Wing (HOW) Defence and Security Wing (Lieutenant Colonel).

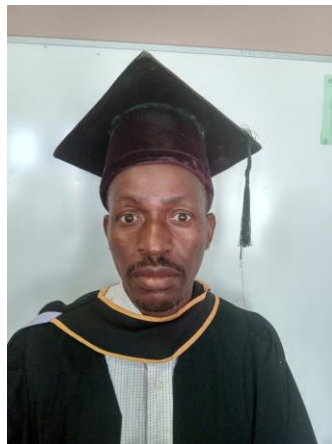


Lt Col G Mahuni 'psc'

Master of Science in Peace, Leadership Conflict Resolution (ZOU)
Post Graduate Diploma in Higher and Tertiary Education (GZU)
Bachelor of Arts in Peace and Conflict Studies (Solusi University)

Head of Wing (HOW) Public Administration and Management Wing (Lieutenant

Colonel). Ideally the incumbent should be a holder of a Masters degree in the fields of Administration, Business Administration, Public Administration, Strategic Management, Studies, or any other relevant field. Currently there is no posted in HOW.



Maj E Tapfumaneyi 'psc' ZW

Bachelor of Science Honours Degree in Forensic Science (HFZ) (UZ)
Diploma in Defence and Security Studies (UZ)
Diploma in Secondary Education (UZ)

Head of Wing (HOW) International Relations Wing (Lieutenant Colonel). Ideally the incumbent should be a holder of a Masters degree in the fields of International Relations, Defence and Security Studies, or any other relevant field. Currently there is no posted in HOW.



Maj Vakayi 'psc' ZW

Master of Arts Degree in Economic History (Economic History) (UZ)
Bachelor of Arts Hons Degree (Economic History) (UZ)
Higher National Diploma in Ammunition and Explosives (AEU-China)
Diploma in Defence and Security Studies (UZ)

Directing Staff: Defence and Security Wing. Army HQ should fill up the vacancy and appoint at least an officer of the rank of Major with a BA Gen or BA (Hons) degree in War and Strategic Studies.



Maj K Mabwe 'psc' ZW

Masters in Business Administration (MSU)
Professional Diploma in Development Studies (IDS)
Bachelor of Arts Degree (UZ)
Diploma in Personnel Management (IPMZ)
Certificate in Research Methods
Certificate in Articles Writing (ZNDU)
Diploma in Defence and Security Studies (UZ)
Current PhD Student (ZOU)

Directing Staff: International Relations Wing (Lieutenant Colonel). Ideally the incumbent should be a holder of least a first degree in the fields of International Relations, Defence and Security Studies, or any other relevant field.



Maj S Mugova

Masters in Human Rights, Peace and Development (GZU)
BSc Special Hons Degree in Monitoring and Evaluation (LSU)
BSc Hons Degree in Peace, Conflict and Governance (AU)
Certificate in Computer Engineering (ABMA-UK)

**HISTORY OF THE ZIMBABWE STAFF COLLEGE SCHEME OF ASSOCIATION WITH
THE UNIVERSITY OF ZIMBABWE**

The Zimbabwe Staff College was established as a successor to the then Rhodesian Directorate of Military Studies with the aim of providing command and staff training to officers of the Zimbabwe National Army (ZNA) and Air Force of Zimbabwe (AFZ). When lessons commenced in November 1980, these were purely military in nature and such a trend went on until 1994. That is when the ZSC began endeavouring to become an Associate of the UZ so as to enrich its military modules with an academic flavour. Consultations between the two institutions started in earnest that were to bear fruits after five years. The College extended its academic relations to other universities, notably the Chinhoyi University of Technology (CUT), which was promulgated in 2017.

An Associate College of the University of Zimbabwe. A Memorandum of Agreement (MOA) between the UZ and the ZSC was signed on 02 June 1999 culminating in the establishment of the Academic Division of the College. This MOA authorised the ZSC to run the Diploma in Adult Education in association with the UZ and from 1999 to 2003, the College managed to run five diploma intakes in adult education. This was indeed a milestone achievement in the history of the College and the Zimbabwe Defence Forces (ZDF) at large. While the Diploma in Adult Education was quite useful and relevant to the training needs of the ZDF, the ZDF Head Quarters felt that there was need to extend the College's association with other Faculties in the University especially with the Faculty of Arts where War and Strategic Studies was being offered.

Further consultations were made with the UZ and full Associate Status was granted on 03 January 2003. Having attained full Associate Status in 2003 the ZSC was authorised to offer Diplomas and Bachelors Degrees in Defence and Security Studies in addition to the Adult Education programmes. This kick-started the process of regularising the ZSC's Scheme of Association with the UZ Faculty of Arts, in particular the History Department, under which the Defence and Security Studies programmes are offered. After more consultations with the UZ History Department, the UZ Faculty of Arts Sub-Senate Committee on Associate/Affiliate Status (SSAAS) carried out a preliminary inspection of the ZSC premises on 09 February 2006. This culminated in the signing of yet another historic memorandum of agreement between the UZ and ZSC on 29 June 2007. This memorandum, contextually similar to the first memorandum of 1999, authorises the ZSC to run university approved programmes in association with the UZ, leading to the university-conferred diplomas and degrees through the Faculty of Arts. The two memoranda clearly stipulate the overall guide lines under which Academic programmes should be run at the ZSC. The College has over the years strictly and professionally adhered to these guidelines and managed to retain its Associate status.

An Associate College of Chinhoyi University of Technology. The need for special logistics training skills development within the defence and security sector was recognised. Consultations were held with Chinhoyi University of Technology (CUT) to train technically sound logistics staff officers in the defence forces and the security sector. This was in recognition of the fact that CUT has the capacity and expertise to impart competent skills and knowledge in the area of defence logistics and supply chain management. The CUT then

agreed to provide professional guidance and supervision to the College to ensure that it operates at a level appropriate to its quality standards.

A letter of acceptance by CUT was issued to the ZSC for the associateship status on 12 December 2017. A MOU signed between the two institutions on 28 February 2020 was officiated by the Hon VP Gen (Dr) CGND Chiwenga. This paved way for the College to offer the Bachelor of Science Honours Degree in Defence Logistics through the Faculty of Entrepreneurship and Business Sciences. The first intake of the Bachelor of Science Honours Degree in Defence Logistics commenced in July 2018 and the students are in their third year of studies. A second intake of the same programme commenced in August 2019.



STUDENT ENROLMENT

Students for both the Diploma in Adult Education (Defence Education) (Dip Ad Ed) and the Diploma in Defence and Security Studies (DDSS) programmes are traditionally drawn from the security sector organisations comprising primarily the two ZDF services namely the Zimbabwe National Army (ZNA) and the Air Force of Zimbabwe (AFZ), as well as the Zimbabwe Republic Police (ZRP), the Zimbabwe Prisons and Correctional Services (ZPCS) and the President's Department. Allied students on the JCSC who meet the entry requirements stipulated in the Regulations for the DDSS programme, are also eligible for enrolment on the full time DDSS programme.

For the Degree programmes offered by the College, nominations are called for from the security sector organisations comprising primarily the two ZDF services namely the Zimbabwe National Army (ZNA) and the Air Force of Zimbabwe (AFZ), as well as the Zimbabwe Republic Police (ZRP), the Zimbabwe Prisons and Correctional Services (ZPCS)

and the President's Department. After due procedure is done by respective organisations, names will be forwarded to the College to consider eligibility of the candidates through Academic Selection Boards. Currently degree programs are not offered to Allied Students particularly because of the longer duration of the programmes.

Careers Department (Army HQ) and Directorate of Training (Air HQ) are requested by a signal to call for nominations for programmes to be run. Army HQ Crs also have the responsibility to communicate with ZDF HQ regarding invitations to other security services.



The Academic Division Auditorium can handle a maximum capacity of 60 students

ACADEMIC BOARDS

Various Academic Board Meetings are held to deliberate on various issues pertaining to the conduct of academic activities from time to time. The presiding member of the ZSC Academic Board is the ZSC Commandant who chairs all meetings so convened. Academic administrators, lecturers and the UZ Programme Coordinators are required to attend these important meetings. The meetings sit to discuss issues pertaining to selection of eligible candidates for various programmes on offer, deliberation on set examination questions and deliberating and endorsing examination results.

RESOURCE PERSONS

In terms of academic teaching staff, the Zimbabwe Staff College is now almost self sustained as it no longer depends on too many hired staff as the ZDF has been vigorously developing its human resources academically in the past few years. Guest lecturers, who include both serving and retired ZDF members as well as members from other security organisations, are called occasionally to augment the College's teaching staff. The People's Liberation Army Instructors Team (PLAIT) also delivers lectures on selected topics especially on Military Technology, Cyber Warfare and Chinese Military Thought. The involvement of external resource persons has indeed brought a wide cross-pollination of valuable ideas and experience that continue to benefit both the students and College staff.

OVERVIEW OF THE DIPLOMA IN DEFENCE AND SECURITY STUDIES

ENTRY REQUIREMENTS

General Requirements

To qualify for admission into the Diploma programme, prospective applicants must satisfy the following requirements:

- 3.1 Must have passed five ordinary level subjects with a C or better (including English Language).
- 3.2 Must have an appropriate post "O" level qualification and / or a minimum of five years relevant experience in a government security department or any interested organization.

Specific Requirements

- 3.3 Non Zimbabwe Defence Forces (ZDF) members should apply and receive invitations to enroll on the Diploma programme from the ZDF Headquarters after satisfying the stipulations in 2.1 and 2.2.
- 3.4 The ZSC Academic Division in consultation with the University of Zimbabwe will select members of the programme from the list of prospective applicants submitted from both

Army and Air Force Headquarters and those invited by ZDF HQ from other interested organizations and the general public.

7. **PUBLICATION OF RESULTS AND AWARD OF DIPLOMAS**

Results shall be published and Diplomas awarded in accordance with the provisions of the Faculty of Arts and General Regulations.

8. **COURSE OUTLINES/ SYLLABI**

In accordance with the provisions of the General Regulations, detailed syllabi or course outlines for the Programme do not form part of the General or Faculty Regulations but shall be submitted to the Faculty Board for approval and maintained in the Faculty Office for reference.



DIPLOMA IN ADULT EDUCATION

The Diploma in Adult Education (Defence Education) was launched in 1999. The programme is designed to meet the 21st century challenges and the needs and interests of candidates working in the various broad fields of adult education. It is meant to reflect an approach to adult education and emphasize the acquisition of measurable skills, knowledge and attitudes and demonstrable importance and relevance to professional adult educators.

The Diploma in Adult Education aims to enable officers to understand the philosophical base, guiding principles and social factors that guide the provision of Adult Education programmes in the security forces. It equips officers with requisite skills, knowledge and attitudes to design and deliver programmed instruction for different categories of adult learners as well as carry out practical field research in problem areas that pertain to special fields of adult education practice.

ENTRY REQUIREMENTS

General Requirements

To be eligible for admission into the programme, applicants must:

- 4.1 have five “O” Level passes including English Language, a national indigenous language or approved equivalence or any other subjects deemed necessary.
- 4.2 be a practitioner in the field of Adult Education;
- 4.3 have attained a satisfactory standard on any entrance test which the University may deem necessary.

Specific Requirements

- 4.5 Captains or equivalent rank in other security forces;
- 4.6 members from training establishments to be considered.

BACHELOR OF ADULT EDUCATION DEGREE

This is a two-year programme for diploma holders. The programme is designed to meet the 21st century challenges and the needs and interests of candidates working in the various broad fields of adult education. It is designed to reflect an approach to adult education and emphasise the acquisition of measurable skills, knowledge and attitudes and demonstrable importance and relevance to professional adult educators. These regulations will adopt the competence based to training and infuse issues of education for Sustainable Development (ESD), which will be evident in course outlines.

ENTRY REQUIREMENTS

General Requirements

To be eligible for admission into the programme, applicants must:

- 4.1 have five “O” Level passes including English Language, a national indigenous language or approved equivalent.
- 4.2 be a practitioner in the field of Adult Education;

- 4.3 have passed the Diploma in Adult Education of the University of Zimbabwe (or approved equivalent) with at least a 2.2; and
- 4.4 have attained a satisfactory standard on any entrance test which the University may deem necessary.

Specific Requirements

- 4.5 Captains or equivalent rank in other security forces;
- 4.6 Members from training establishments to be considered.



**BACHELOR OF ARTS (HONOURS) DEGREE IN
DEFENCE AND SECURITY STUDIES**

The existence of the fruitful academic alliance with the UZ has necessitated the intensification of the Zimbabwe Staff College's efforts in providing relevant academic programmes that foster cognitive and affective development among our officers. As a result, the College worked flat out with the UZ through the Faculty of Arts' History Department to add to its programmes the Bachelor of Arts (Honours) Degree in Defence and Security Studies.

The Bachelor of Arts Honours in Defence and Security Studies Degree programme is a development from the Diploma in Defence and Security Studies (DDSS) that the Zimbabwe Staff College has been offering since 2004. The DDSS programme aims to equip students with concepts guiding the conduct of warfare and develop their ability to think strategically concerning military and strategic security problems in sub-regional power politics, Africa and the International community. It is from this background that the BA (Hons) DSS degree programme has been crafted with a view to provide a deeper understanding of defence and security to students from a historical and contemporary perspective whose approach will deal with the mechanics of defence and security from an individual, national to global levels.

The BA (Hons) DSS aims at equipping students with critical skills, knowledge and values required in the comprehension, implementation and management of defence and security issues. In this regard, the programme will explore topical issues such as contending theories of defence and security, gender, ethics of leadership, resources nationalism, aviation and security, military psychology, cyber security and peace support operations among others in relation to security.

Accordingly, it is kindly requested that you spare a few minutes and go through the proposed programme's regulations and the areas that the programme intends to focus on, semester by semester and indicate your responses by marking with an X using a 5-point scale where 1 = Strongly Disagree, 2 = Disagree 3 = Neutral 4 = Agree, 5 = Strongly Agree.

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2. Entry Requirements

- 2.1 To be eligible for normal entry into the BA Honours Degree in Defence and Security Studies an applicant must satisfy the entry requirements specified in the General Academic Regulations.
- 2.2 The applicant must normally obtain a Pass in at least any two 'A' Level subjects. Applicants must also have obtained a grade C or better in 'O' Level English and Mathematics.
- 2.3 Applicants who are holders of a Diploma in War and Strategic Studies or a Diploma in Defence and Security Studies from the University of Zimbabwe's Affiliate/Associate Colleges or its equivalent from other recognized Universities/Colleges.

ACADEMIC GRADUATIONS IN PICTURES



LIAISON WITH THE CENTRE FOR DEFENCE STUDIES