

Announcement of the DIES-INTERNATIONAL DEANS' COURSE AFRICA 2017/2018

Part I: two-week seminar in Osnabrück and Berlin, Germany (June 19th to June 30th, 2017)

Part II: two-days intermediate workshop in Kampala, Uganda (October 2017)

Part III: one-week seminar in Addis Ababa, Ethiopia (February 5th to February 8th, 2018)

The German Academic Exchange Service (DAAD), Section P32 "Partnership Programmes and Higher Education Management", the Osnabrück University of Applied Sciences (OS UAS) and the German Rectors' Conference (HRK) in cooperation with the Alexander-von-Humboldt Foundation (AvH) and African and German partners are jointly organising the **International Deans' Course for Africa**. This intensive training course is part of the DIES programme (Dialogue on Innovative Higher Education Strategies) which is jointly coordinated by DAAD and HRK and aims at supporting higher education management in developing countries.

The key objective of the course is to bring together a group of about 30 newly elected or designated deans and vice-deans from universities of the African region and to assist in preparing them for the challenges of holding a dean's position in a changing higher education landscape. Issues such as strategic faculty management, financial management, quality assurance and leadership will be key parts of this course. A soft skills workshop and an exchange with German university leaders about higher education reforms will be included as well.

Methodology will be strictly practice oriented and mainly based on case studies. Personal experience as a university manager will greatly contribute to this course and active participation will be necessary. The course starts in June with a two weeks seminar in Osnabrück and Berlin, Germany. Prior to the course the organisers will provide a reader which includes some assignments for the participants. Some preparatory work prior to the first meeting in Germany will be required: You are expected to bring along a description of your work situation (university governance structure) and to develop a **Project Action Plan** (PAP) at the end of the first contact phase in Germany. The PAP is a project management tool and refers to a reform project which all participants are asked to implement during various stages of the course. The milestones of your PAP will be further discussed in regional sub-groups during the intermediate workshop in Uganda (Part II). Finally, Part III will offer the opportunity to reflect on the finalisation of the projects and to discuss lessons learned among the group. The closing event has a duration of one week and continues with another set of relevant higher education management topics.

The Osnabrück University of Applied Sciences is the academic coordinator of the course. The OS UAS offers an innovative MBA Programme in Higher Education and Research Management for professionals of German universities and science organisations and, therefore, developed an in-depth experience in the field of professional training at an academic level. The German Academic Exchange Service (DAAD) is the world's largest funding organisation for the international exchange of students and researchers. It contributes to development cooperation in numerous ways and with a broad range of scholarships, partnership programmes and advising services. The German Rectors' Conference (HRK) will bring in practical experience from its member universities as well as from its national project on quality management. The team includes also renowned German and African higher education experts who focus on regional and structural peculiarities. They will also act as contact partners and mentors for the participants in between of the presence phases of the course to support the implementation of the individual reform projects.

In order to apply, you should be a head of department or a vice-dean aiming at taking over a dean position in the near future or a dean with the first experience in office. If you are not yet holding a (vice-)deans position, any additional information on respective career opportunities to be appointed/elected as a dean (e.g. recommendation letters by university leadership) will be an asset. In case that applicants come from specialised, decentralised universities (e.g. University of Natural Sciences, Regional Colleges) applications from newly appointed Vice-Presidents/ -Rectors are also highly welcomed.

Participants should be preferably between 40 and 50 years old. Eligible countries are: Burundi, Cameroon, Ethiopia, Gambia, Ghana, Kenya, Liberia, Malawi, Nigeria, Rwanda, Sudan, Sierra Leone, Tanzania and Uganda.

The application includes:

- [application form](#) (incl. curriculum vitae)
- [letter of motivation](#)
- **organisational chart** of the university (showing the section where the candidates are working in)
- **letter of recommendation** from the university leadership
- **letter of recommendation** of a DAAD alumni will be appreciated.

Fluency in English is required and mandatory in order to be admitted to the course. In case of applicants from non-Anglophone countries: Proof of excellent English proficiency (e.g. TOEFL; Cambridge Certificate) will be an asset. In individual cases phone interviews will be organised with short listed candidates to guarantee the requested proficiency.

Please send your application via e-mail until **October 31st, 2016** to:

the Osnabrück University of Applied Sciences: Mr Alexander Rupp, idc@hs-osnabrueck.de

and

to the regional DAAD contact person respectively:

for Cameroon:	Mr Brice Chuepo	director@daad-kamerun.org info@daad-kamerun.org
for Ethiopia:	Dr Gerald Heusing:	director@daad-ethiopia.org
for Gambia, Liberia and Sierra Leone:	Mr Cay Etzold:	etzold@daad.de
for Ghana:	Ms Berit Stoppa:	director@daad-ghana.org
for Burundi, Kenya, Malawi, Tanzania, Uganda, Rwanda:	Mr Helmut Blumbach & Ms Margret Kirai:	kirai@daadafrica.org
for Sudan:	Mr Wolfram Full:	daad_khartum@yahoo.com
for Nigeria:	Ms Hanna Schlingmann	daad.nigeria.ui@gmail.com

All applicants will be informed on the results of the selection process in February 2017.

As all parts of the International Deans' Course are interconnected, participants need to confirm prior to the acceptance to the course that they are able to take part in all three parts.

International travel costs, board and lodging as well as the substantial part of the tuition fee will be covered by funds from the German Ministry for Economic Cooperation and Development. The participants' home universities are expected to contribute to the costs by paying a fee of 300 Euro (less than 10 % of overall individual costs) for the completion of the three parts of the course.

Further information on the DAAD DIES Programme and the International Deans' Course can be found at www.daad.de/dies. A detailed brochure on the International Deans' course which informs on the rationale, its aims, contents and the partners' profiles can be downloaded from the DAAD website: www.daad.de/dies-idc.

Please, also refer to the website <http://www.international-deans-course.org>.