

ADDIS ABABA SCIENCE AND TECHNOLOGY UNIVERSITY

VACANCY ANNOUNCEMENT

POSITION: TANDEM DEAN (EXPATS-002/15)

1. Background

The Ethiopian Government crafted a national vision of joining the ranks of middle income country by 2025. To realize this vision, the country has been implementing agricultural development led industrialization policy and strategies through derived plans for the past two decades and has achieved tremendous economic growth and social transformation. The government pursues the social and economic development of the nation following the developmental state model and focuses on extensive infrastructure development, provision of fair and equitable social services and investments on sectors that has market gaps.

Education sector in general and higher education in particular receives major emphasis of the government in its development plans. Owing to the planned transformation of economic base from agriculture to industry, particular emphasis is given to the student enrolment and education of science and technology disciplines. To advance science and technology education, the government has established ten institutes of technologies and two science and technology universities during its first Growth and Transformation Plan (GTP1). One of the two sciences and technology universities is Addis Ababa Science and Technology University (AASTU).

AASTU was established in 2011 to significantly contribute to the production of sufficient, relevant, internationally competitive graduates in science and technology. It is also equally expected to contribute to technology accumulation and transfer via problem solving research; research for innovation and knowledge generation and enhance the industry capacities through strong university-industry linkage.

Owing to these special expectations, the government has put AASTU's accountability to Ministry of Science and Technology (MoST) unlike other higher learning institutions which are accountable to the Ministry of Education. This move is important for a special support to build AASTU's capacity in human and material terms, which enables it to focus on research in order to fully support industrial development of the country. It is also required to enhance its excellence in science and technology to produce highly competent graduates in science, technology, engineering and ICT to justify a continuous, sustainable development of the country.

In order to really accomplish its special missions, quality leadership is as equally important as quality staff. The success and failure of the institution is heavily depends on its leadership. The existing staff members of AASTU are in large number young and MSc holders who have no hands on management or leadership experience. Many of the staff who are currently at Dean and

department head positions are also assigned on interest basis and their relative experience elsewhere.

Thus, it is highly desirable these people seek advice and support from those who have rich leadership experience in higher learning institutions. To meet the expectations, it is therefore unavoidable to employ expatriate scholars to fill this gap. When these scholars are selectively invited to lead the areas which need to be strengthened, it will be certain that they develop the areas to the desired levels at a much enhanced rate while at the same time support and nurture the local Deans so as to make them forefront leaders.

Cognizant of this particular need, AASTU is kindly inviting interested applicants from Japan for Tandem Deans positions in few selected areas.

2. Required Area for Tandem Dean position

The areas of specialization currently required for Tandem Dean Position are the following.

- Civil Engineering (Highway Engineering/Structural Engineering/Geotechnical Engineering)
- Electrical Engineering/Software Engineering/Computer Engineering
- Mechanical/Electromechanical/Manufacturing Engineering
- Mining Engineering
- Biotechnology

3. Main Responsibilities

- Take lead in designing, establishment and functioning of teaching and research laboratories.
- Contribute to leadership capacity building of the local deans.
- Develop research culture in the respective school assigned.
- Put in place a system for the proper implementation, monitoring and evaluation of the teaching, research activities and community services in the school.
- Assists/encourages staff to closely work with relevant industries to expedite productivity and to enhance development of industrial technologies

4. Minimum Requirements of Applicants for Tandem Dean position

Education:

- A PhD degree and Full Professor

Experience:

- At least 3 years of Leadership experience at Dean position in related field
- Experience in teaching and advising post graduate students in related field
- Experience in capacity building, in research laboratory design and set up
- Minimum 12 publications in reputable journals after associate professor rank
- Industrial experience is a plus

- Experience in working with multi-institutional and multidisciplinary teams
- Experience in international research grants

Skills:

- Grand research project proposal skills;
- Broad knowledge of Science and Technology
- Understanding of industry value chain concepts
- Good analytical and English writing skills
- Good communication and partnership skills
- Good interpersonal skills
- Good working knowledge of computer

Salary:

- Net monthly salary is **7,220.00 Euro** and Fringe Benefit of **2,000.00 Euro**

Place of Work:

- Addis Ababa Science and Technology University, Addis Ababa, Ethiopia, P.O.Box 16417

Terms of employment:

- Initial employment is fixed term for two years with the possibility of renewal, contingent upon individual performance and the need for continuation. The AASTU remuneration package for expatriate staff in Ethiopia includes very competitive salary and housing allowance

Applications:

- Applicants should send a cover letter, resume, copies of relevant documents and testimonials and the names and addresses (including telephone, fax and email) of three referees knowledgeable about the candidate's professional qualifications and work experience to the International Relations Directorate, P.O. Box 16417, Addis Ababa, Ethiopia; or E-mail: ...
- Name of the position for which the application is made should be clearly marked on the envelopes if mailed, or on the e-mailed applications. Only short-listed candidates will be contacted.

Closing date: November 15/2015 or until the vacant is filled.

***Note:** The applicant is required to present strong positive references from internationally renowned scholars.*

For further the applicant may visit the University's website: www.aastu.edu.et