



## **Minimum Requirements for recruitment of Tandem Deans for Addis Ababa Science and Technology University**

---

April, 2015

## 1. Background

The Ethiopian Government crafted a national vision of joining the ranks of middle income country by 2025. This goal is preserved in the Growth and Transformation Plan (GTP1) which has structured the implementation of government policies and strategies.

The country has been implementing agricultural development led industrialization policy 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 the GTP1. The two sciences and Technology universities are: Adama Science and Technology University (ASTU) and Addis Ababa Science and Technology University (AASTU).

AASTU was established under the directive of the Council of Ministers No. 216/2011. It was established with a special mission – a mission 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 expectations, the government has recently transferred AASTU's accountability from Ministry of Education (MoE) to Ministry of Science and Technology (MoST). It is a move taken for a special support to build its capacity to enable 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 warrant a continuous, sustainable development of the country.

In order to really accomplish the special mission specified above, of all the premises, it is highly desired that academic staff members meet the high standard for quality teaching and research.

Further, a research-emphasized science and technology university shall have all academic staff holding PhD degrees, since quality research can only be conducted and led by researchers holding at least a PhD degrees, but with few exceptions. Thus, AASTU needs to be eventually equipped with necessary and sufficient manpower for quality research in key scientific and technological areas. This may be achieved through upgrading existing staff members who are in large number master holders and recruiting new qualified staff (PhD holders).

Review of the current situation of AASTU and the subsequent improvement to the desired level require a systematic approach. It is not expected that upgrading the existing staff alone can meet the quality requirements of academic staff within the desired time span.

It is therefore unavoidable to employ expatriate academic staff to fill the gap. However, the employment of such expatriate staff should meet the quality requirements. When these scholars are selectively invited to lead the areas which need to be strengthened, it is expected that they develop the areas to the desired levels at a much enhanced rate.

Cognizant of this particular need, AASTU is kindly requesting for interested applicants from Japan for Tandem Deans positions in few selected areas. They are expected to support and nurture the local Deans of the respective schools so as to make them forefront leaders.

## **2. Required Area for Tandem Dean position**

A total of six (6) Tandem Deans are required in the following areas of specialization.

1. Civil Engineering (Highway Engineering/Structural Engineering/Geotechnical Engineering)
2. Chemical Engineering (Process Engineering, Food Engineering, Materials Engineering)
3. Electrical Engineering/Software Engineering/Computer Engineering
4. Mechanical Engineering/Electromechanical Engineering/Manufacturing Engineering
5. Mining Engineering
6. Biotechnology (industrial Biotechnology only)

## **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 including developing and conducting international research projects 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
- Other duties given by the university

## **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 or better 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

**Skills:**

- Grand research project proposal skills;
- Broad knowledge of Science and Technology
- Good analytical skill and working knowledge of computer
- Good communication and English writing skills
- Good interpersonal and partnership skills

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

**5. Salary and other benefits**

- Net monthly salary is **7,220.00 Euro** and Fringe Benefit of **2,000.00 Euro**
- Tax exemption for **one** private car and personal belongings

**Place of Work:**

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

**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.

**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 office of the academic vice president: P.O. Box 16417, Addis Ababa, Ethiopia; [nutefera@gmail.com](mailto:nutefera@gmail.com). Or to FDRE Embassy in Japan, TOKYO, or to Honorary Consulate of FDRE in Nagoya. 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 for interview.