



Deutscher Akademischer Austausch Dienst  
German Academic Exchange Service

The DAAD is the organization of German universities for the promotion of their international relations. The DAAD runs over 250 programmes, through which it funds more than 74,000 German and foreign scholars worldwide per annum. By promoting higher education in developing countries, the DAAD contributes to the development of these countries.

In the context of a comprehensive reform of the Ethiopian higher education sector, the DAAD is looking for an experienced and committed

## **Dean for Ethiopia**

**at**

### **Adama Science and Technology University (ASTU)**

#### **School of Business and Economics**

The full-fledged university in Adama was inaugurated in 2006 and has its roots in the Nazareth Technical College which was established in 1993. The faculties at the main campus in Adama include: School of Business and Economics, School of Engineering, School of Humanities and Law, School of Natural Sciences, and School of Educational Sciences and Technology Teacher Education. The two schools at the Asella campus are the School of Agriculture and School of Health Sciences. For more information about ASTU please visit [www.astu.edu.et](http://www.astu.edu.et).

The Dean will be a Tandem Partner of an Ethiopian Dean for the period of appointment. This tandem approach shall provide know how transfer and facilitate the implementation of a modern academic management and of international standards, emphasizing applied sciences in teaching-learning, research and community services.

#### **Tasks:**

- Management and operation of the School
- Guidance and close collaboration with the Ethiopian counterpart
- Gradual transfer of responsibilities to the Ethiopian counterpart, according to an exit strategy
- Responsibility for the budget and administration as well as staff supervision
- Quality assurance in teaching, research and outreach
- Facilitation of curricular development and applied research
- Establishment of regional, national and international collaborations

All tasks are to be executed in accordance with the politics and procedures of the university.

#### **Duration:**

Two years, extension possible. Starting: as soon as possible.

#### **Requirements:**

Applicants must hold an academic degree (at least Ph.D. or equivalent) in a related field corresponding to the School, at least 5 years practical experience in a leading position at a university or industry and 2 years experience as the head of a scientific unit in teaching and research. It would be an asset if applicants have practical experience with organizational transformation and change management processes in institutions of higher education.

The position requires organizational development skills and methodological expertise in establishing instruments regarding strategic management, human resource development and institution building.

The Dean is expected to utilize supportive DAAD programmes for the benefit of ASTU.

Applicants should combine sound leadership skills and assertiveness with sensitivity. Excellent mediation skills enable the applicant to mitigate conflicts. In this responsible managerial position, applicants are also expected to deal with challenges and uncertainties. Fluency in English and another international language is requested. Working experience in Ethiopia or another non-European country is an asset.

An attractive salary, commensurate with the importance of the position, is being offered.

Please find application documents and information on the DAAD website

<http://www.daad.de/ecbp>

**Applications are being accepted continuously.**