



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 tertiary 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

## **Managing Director for Ethiopia**

**at the**

### **Institute of Technology (Hawassa University)**

The Institute of Technology (IoT) is one of the academic units of Hawassa University. It was established in 2009, substituting the then Faculty of Technology. The University itself was established in 2003. There are over 120 staff members of which 3 are Assistant Professors, over 45 are lecturers, while the remaining are Assistant Lecturers and Graduate Assistants. The present student population exceeds 4,700 with various proportions within the programmes. The lion share is with Civil and Urban Engineering followed by Electrical Engineering and Irrigation and Water Resources Engineering. For more information about the IoT please visit [www.hu.edu.et/iot/](http://www.hu.edu.et/iot/).

#### **Tasks:**

- Initiation, execution and steering of the transformation process at the IoT
- Planning the transformation process of the administration (finance, human resources, technology transfer)
- Development, introduction and application of management instruments that serve the institution's performance orientation, human resource management, transparency and autonomy
- Managerial responsibility for the administrative staff
- Representation of the IoT in legal, financial and administrative matters (together with the Scientific Director)
- Developing the existing administrative units to an effective and service oriented administration
- Responsibility for the development and configuration of efficient and effective business processes including the introduction of IT tools
- Responsibility for controlling, the reporting system and quality management
- Transfer experiences, knowledge and skills to an Ethiopian successor (selection, mentoring, training and transfer process)
- Development of legal regulations, which allow the IoT to act as an autonomous part of its mother university

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

#### **Duration:**

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

#### **Requirements:**

Applicants should hold a university degree in engineering, economics, law or another relevant field (Diploma or master's degree, Ph.D. desirable), at least three years of professional experience in a leading university management position or a similar position in a commercial or non-profit

organization, and qualified knowledge and professional experience in the areas of human resources management, performance assessment and performance-based remuneration.

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, stress and uncertainties. Fluency in English and another international language is requested. Working experience in Ethiopia or another non-European country is an asset.

The Managing Director is expected to utilize supportive DAAD programmes for the benefit of the IoT. Therefore, proven record of successful academic relations with German institutions of tertiary education 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.**