DAAD 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 67,000 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 economic and education sector, German development cooperation supports the "Engineering Capacity Building Program (ECBP)". Within the reform of the academic training in Ethiopia, the DAAD is looking for an experienced and committed

Managing Director for Ethiopia

at the

Addis Ababa Institute of Technology (AAiT)

AAiT currently consists of four Departments: Electrical and Computer Engineering, Mechanical Engineering, Chemical Engineering and Civil Engineering with a student body of about 6,000 students. AAiT conducts 4 undergraduate programmes with 10 different areas of specialization. AAiT is also complemented by three Centers of Excellence related to water, energy and logistics. AAiT currently has 33 postgraduate programmes with more than 500 enrolled students. Even though AAiT has a high degree of autonomy and its own budget, AAiT is proud that students at AAIT receive degrees of Addis Ababa University and that its staff and students enjoy the stimulation and camaraderie of such a respected intellectual institution. For more information about AAiT please visit www.aait.edu.et.

Tasks:
- Initiation, execution and steering of the transformation process at the AAiT
- 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 AAiT 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)

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

Duration:
Two years, extension possible. Maximum period: five years. 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 AAiT. Therefore, proven record of successful academic relations with German institutions of tertiary education is required.

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.