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German Academic Exchange Service

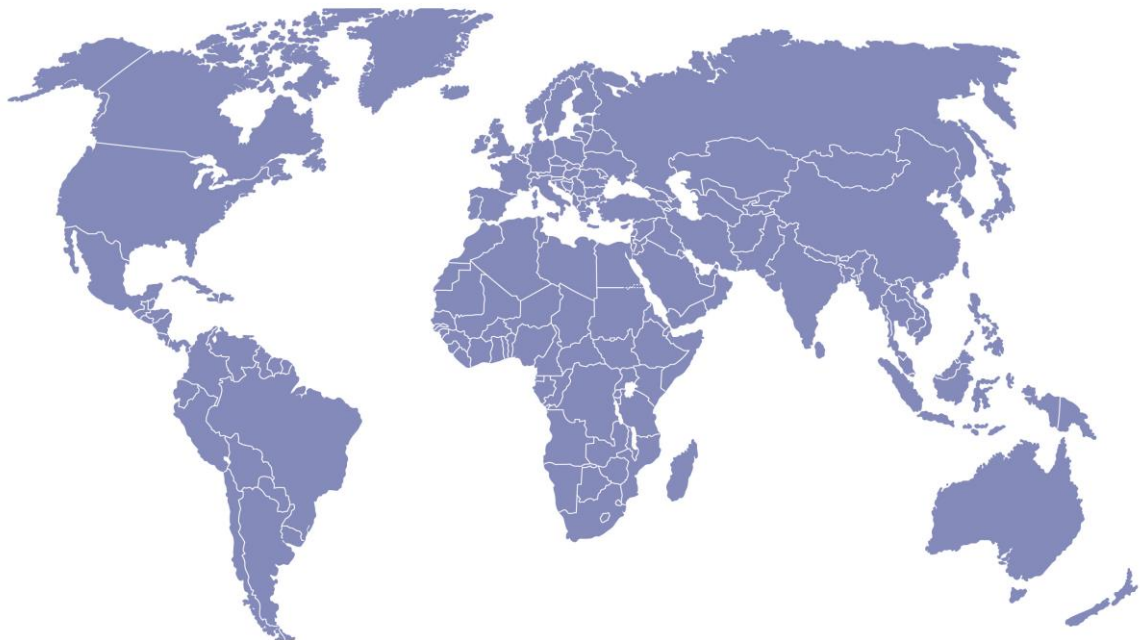


HRK German Rectors' Conference
The Voice of the Universities

CALL FOR APPLICATIONS

UNILEAD Eastern Africa 2024

DIES University Leadership and Management Training Programme



Supported by the



Federal Ministry
for Economic Cooperation
and Development



**Center
for Lifelong
Learning**



UNILEAD Eastern Africa 2024

The Center for Lifelong Learning (C3L) at the University of Oldenburg (Germany) and Rongo University (Kenya) are jointly organising the DIES University Leadership and Management Training Programme UNILEAD Eastern Africa 2024 in Rongo (Kenya), enabling young managers at Higher Education Institutions in Eastern African countries to successfully tackle every-day challenges. In order to do so, the programme brings together the topics Project Management, Digital Transformation in Higher Education and Collaboration in Higher Education with individual and practice-oriented change projects of each participant.

Developed in 2008, UNILEAD is part of the DIES programme (Dialogue on Innovative Higher Education Strategies), which is jointly coordinated by the German Academic Exchange Service (DAAD) and German Rectors' Conference (HRK) since 2001 and funded by the Federal Ministry for Economic Cooperation and Development (BMZ).

Further information on the DAAD DIES Programme and the DIES Training Courses can be found at www.daad.de/dies/en.

Course and Methodology

UNILEAD Eastern Africa 2024 focuses on three key areas:

1. Project Management.

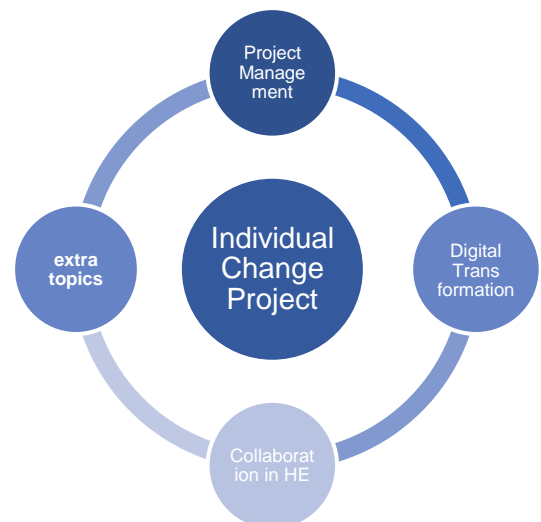
This includes courses on Methodology of Project Management and Financial Management in projects.

2. Digital Transformation in Higher Education.

This includes the implementation of the digitalisation of the university at macro, meso and micro level.

3. Collaboration in Higher Education.

This includes courses on initiating collaborations with national and international Higher Education Institution and industry. It also involves the identification of necessary skills on the labour market.



In order to complement these three modules, **additional topics**, such as Sustainability in Higher Education Institutions, Alumni Inputs and work on projects are touched upon.

The core of the entire programme is an individual and practice-oriented change project that participants are required to propose already in their application. The project should explicitly be **linked to the strategic objectives** of their universities and the field they are working in. The course content will always reflect on and relate to these change projects.

The methodology will be strictly project-oriented and is based on case studies or questions derived from the particular job situation of the participants. Thus, it is expected to bring in personal experience and to share this knowledge with a group of around 20 participants from different regions and countries of Eastern Africa. High personal motivation, the willingness to get actively involved during the online and contact phases and excellent English language skills are essential for the successful completion of this course.

Learning Approach / Schedule

Using a blended learning approach, UNILEAD Eastern Africa 2024 is structured in two on-site contact phases at Rongo University, and trainer guided online phases.

Online Phase 1 (05 – 06/2024)

- Prior to the first contact phase, an online phase of around 4 weeks is scheduled in which the participants are asked to read the **course material** and to work on short papers, including the individual work of **drafting the individual change project**. These papers are meant to describe the individual work experience at their home institution and to identify problems as well as obstacles referring to the topics of the course.

Contact Phase 1 (09. June – 22. June 2024)

- The initial contact phase will take place at Rongo University in Rongo (Kenya). During these two weeks, content will focus on **Project Management** and **Digital Transformation in Higher Education**. Furthermore, the personal action plans will be adjusted and fine-tuned.

Online Phase 2 and Implementation (07 – 11/2024)

- Between July 2024 and November 2024, participants **apply the skills acquired at UNILEAD Eastern Africa 2024** within their individual projects at their home universities. In this, they are being accompanied and monitored by UNILEAD mentors.

Contact Phase 2 (17. - 23. November 2024)

- Finally, during a one-week contact phase of the last module in Rongo, there will be the opportunity to reflect on the implementation of the individual project and to discuss next steps. Content of inputs will focus **Collaboration in Higher Education**.

As the modules of the programme are interconnected, participants are expected to take part in all three modules. A written statement from the higher education management, that confirms the full commitment to attend all parts of the programme is an entry requirement for being admitted.

Partners' Profile

The **University of Oldenburg and Rongo University** are the academic coordinators of this Training Course and work closely together with the DAAD.

With the C3L, the University of Oldenburg has a renowned institution for continuing education that offers various international and national programmes such as part-time study programmes, certificate and degree programmes for professionals of (Higher) Education Institutions. Thus, it has a wide network of experts who act as lecturers and provides in-depth experience in the field of education management and continuing education. International and national lecturers will bring in expertise in higher education management and will help reflecting the specific questions from an international and intercultural perspective.

Rongo University is a public Higher Education Institution in South-Western Kenya, near Lake Victoria, the second largest fresh water lake in the world. Rongo has a functional vibrant leadership, students and staff open to new ideas and innovation, and has an inclusive and conducive learning environment. It offers quality academic and mentorship programmes at undergraduate and postgraduate levels with strong linkages to industry, market, and other institutions, and has entrenched sustainability and resource mobilisation strategies in its operations.

Participants' Profile

UNILEAD Eastern Africa 2024 is targeting higher education managers from Eastern African countries. The two key criteria are:

- Applicants have been holding a **university management position with managerial and personnel responsibilities no longer than 4 years** in one of the following fields:
 - Managers of central university departments (Planning, Quality Management, Human Resources, Continuing Education; International Office excluding Deans)
 - Task force managers for university reform projects
 - Managers of staff development units or programmes
- Active and excellent in English language skills, especially the communication/oral competence. Phone/ online interviews will be organised with shortlisted candidates to guarantee the requested proficiency.

Further criteria are:

- Applicants are university leaders preferably between 30 and 45 years.
- Applicants hold at least a Bachelor's degree plus post graduate programme and/or Master's degree.

Participants from Higher Education Institutions of **the following developing and emerging countries** are eligible to apply:

- **Eastern Africa:** Burundi, Ethiopia, Kenya, Rwanda, South Sudan, Tanzania, and Uganda.

Application Requirements and Process

Applications can be submitted via the online application form on the UNILEAD-website at

<https://en.c3lms.uni-oldenburg.de/unilead-eastern-africa-2024/>

Strict closing date of the application is February 13, 2024, 10.00 am Central European Time.

Following information and documents are requirements for an application:

1. **Application Form** including a clear practice-oriented **Project Proposal** – using the online-form provided on the website.
2. **Letter of Motivation including date and signature** – uploaded to online-application form as pdf-file.
3. **Letter of Recommendation from university top management** (President/Rector or Vice-Chancellor/Vice-Rector of the university) **including date and signature.** The letter should describe and emphasise the managerial qualifications and leadership competencies, the future potential of the candidate – uploaded to online-application form as pdf-file.

The Selection Committee composed of high-profile higher education management experts meets in March 2024.

The selection criteria are based on the following points:

- Personal profile match
- Motivation letter
- Institutional profile match
- Description of reform project in concordance with the strategy of the university
- Influence and impact of the project on the university's strategy
- Recommendation of university's top management

The selected candidates will be informed about the results of the selection meeting by mid of April 2024.



Funding

Following expenses will be covered:

- Course costs for participation in UNILEAD.
- Travel costs: Flights to and from Kenya (Economy class) and ground travel to and from Rongo. We kindly ask the participants to make their own travel arrangements. Detailed information about the reimbursement in cash will be given in the terms and conditions.
- Accommodation (including breakfast) and Welcome and Farewell Dinner at the two contact phases in Kenya.

Expected co-funding: Participants' home institutions are expected to contribute to the course costs by paying a one-time fee of 200,00 €.

Further details on terms and conditions will be given to the admitted applicants together with the invitation letter.

Contact details of Programme Management

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