

ASSOCIATION OF AFRICAN UNIVERSITIES (AAU)

VACANCY ANNOUNCEMENT

SECRETARY-GENERAL

AN OPPORTUNITY TO LEAD THE AAU

The position of the Secretary-General of the Association of African Universities (AAU) will become vacant in June 2010 and the AAU is seeking to fill that post.

Established in 1967, the AAU is a pan-African, multi-lingual, higher education association with a membership of over 220 institutions in the five major regions of Africa. The Association plays a major role in giving content and direction to the current and historic continental initiative to revitalize African higher education. It draws upon its membership and collaborates with major organizations and donor partners in Africa and across the world in the design and implementation of its programmes. The Secretary-General is the Chief Executive Officer of the Association, and is a key factor in enabling the association play this role fully.

The Secretary-General is responsible to the Governing Board and the General Conference and should be a leader able to provide strategic direction and inspire others. He or she must identify with the aims of the Association as set out in its Constitution and Strategic Plan, and have a demonstrated commitment to the principles of integrity, excellence and fairness.

Candidates will need to demonstrate excellence in the following:

- Strong academic background;
- Significant leadership experience at a senior management level;
- Excellent communication and interpersonal skills;
- Management in a transforming environment;
- A sound appreciation of emerging trends in higher education within Africa and globally, and the ability to represent African universities effectively in their dealings with governments and other external stakeholders.

A detailed list of criteria is attached.

Attractive remuneration and conditions of service will be determined by the Governing Board.

To apply, please submit:

1. A letter of motivation which addresses the above criteria, including a statement of your vision for the Association's future and your potential contribution to such a future;

2. A detailed curriculum vitae, as well as a one-page summary;
3. The names and contact details (fax, email and telephone) of three (3) referees, at least one of whom should be resident outside the applicant's country of domicile.

Candidates may be also nominated by other persons, but the permission of the designated candidate must first be sought. Such nominations should be accompanied by a brief note explaining the motivation for the nomination and complete contact details of the candidate.

Applications and nominations should be sent (i) by e-mail, and (ii) in a sealed envelope clearly marked "CONFIDENTIAL - SG Application Documents", to:

The Secretary-General
Association of African Universities,
African Universities House,
Aviation Road Extension,
P.O. Box AN 5744,
Accra-North, GHANA

Tel: (233) 21 774495/761588

Fax: (233) 21 774821

Email: secgen@aau.org

All applications and nominations will be treated in strict confidence.

Closing date for receipt of applications/nominations is 31 March 2010. The Association reserves the right to extend the closing date if deemed necessary, and the right to make no appointment.

The AAU is committed to equity in its employment practices.

ASSOCIATION OF AFRICAN UNIVERSITIES

CRITERIA FOR THE APPOINTMENT OF THE SECRETARY-GENERAL

The Secretary-General should be a leader who is capable of providing direction and inspiring others. S/he must identify with the aims of the Association of African Universities as set out in its Constitution and Strategic Plan, and have a demonstrated commitment to the principles of integrity, excellence, fairness, diversity and social justice.

Candidates will need to demonstrate excellence in the following key categories. While it is recognised that the best candidate may not meet each of the individual criteria in each of the categories, the team led by the Secretary-General, must be constructed in such manner that it meets all of the key needs of the Association.

Ideally, the successful candidate will meet the following key criteria:

Leadership skills

- Significant leadership experience at a senior level in a complex organisation
- Demonstrated ability to develop, articulate and implement strategic institutional goals
- Ability to lead an international non-governmental organisation in a complex and demanding social, political and fiscal environment
- Profile as a public leader, or the willingness and ability to develop and sustain such a profile
- Ability to provide leadership in the African higher education community.

The academic mandate of the Association

- Strong academic background – at a minimum, be qualified for appointment as a professor at a reputable African university

African Higher Education in the context of its environment

- Understanding of the social, political and economic environment in which African universities operate
- Ability to represent the interest of African universities effectively in their dealings with governments and other political agencies
- Ability to engage effectively with other external stakeholders

- Sound appreciation of emerging trends in higher education within Africa and globally, and the ability to represent African universities effectively in the international academic community and fora

Management in a transforming environment

- Experience in the management of resources on an appropriate scale
- Record of successfully leading and managing change
- Ability to understand the key financial issues facing the Association, and to provide leadership on the policy implications which they raise
- Experience in high-level fund-raising and a commitment to providing personal leadership to the fund-raising work of the Association

Personal skills

- High level communication skills in order to articulate the vision of the Association, both internally and externally
- Consultative and inclusive management style
- Ability to work well in a team, in a manner which enables others to produce their best work
- Be fluent in one of the AAU languages (English, French or Arabic), with preferably a working knowledge of one other. Good oral and communication skills in both languages will be an advantage