



ANNOUNCEMENT AND CALL FOR APPLICATIONS  
**DIES International Deans' Course**  
**Africa 2025/26**

The German Academic Exchange Service (DAAD), the German Rectors' Conference (HRK), the Osnabrück University of Applied Sciences and the Centre for Higher Education (CHE) are jointly organising the International Deans' Course for Africa.

This intensive Training Course is part of the DIES programme (Dialogue on Innovative Higher Education Strategies), which is jointly coordinated by the German Academic Exchange Service (DAAD) and the German Rectors' Conference (HRK) and funded by the Federal Ministry for Economic Cooperation and Development (BMZ).

**Course Content, Methodology and Schedule**

The key objective of the course is to bring together a group of about 30 newly elected deans, vice-deans and heads of departments from universities in the African region and to prepare them for the challenges of holding a dean's position in a changing higher education landscape. Issues such as strategic faculty management, financial management, quality assurance and leadership will be key parts of this course. A soft skills training and exchange with German university leaders about higher education reforms will be included as well.

The course starts in June 2025 with Part I held on-site in Germany which aims to introduce important new concepts and tools in higher education management. The methodology will be strictly practice oriented and the use of case studies offers a forum to reflect on professional experiences of the course attendees. Thus, active participation will be necessary and the participants are expected to reflect on their respective working environment and to develop a Project Action Plan (PAP) at the end of this first contact phase. These PAPs should address individual reform projects which all participants are asked to implement during various stages of the course. The milestones of the PAPs will be further discussed during the intermediate virtual workshop (Part II). Finally, Part III offers the opportunity to assess the progress of the projects and to discuss lessons learnt among the group. Both, Part II and III include additional sessions on relevant higher education management topics.

**Part I: ten days seminar in Osnabrück and Berlin, Germany from June 15<sup>th</sup> to June 28<sup>th</sup>, 2025**

**Part II: five days online seminar from November 10<sup>th</sup> to 14<sup>th</sup>, 2025**

**Part III: five days seminar in Ghana from February 9<sup>th</sup> to 13<sup>th</sup>, 2026 (tbc)**



## Partners' Profile

The Osnabrück University of Applied Sciences is the academic coordinator of the course. The Osnabrück UAS offers an innovative MBA Programme in Higher Education Management for professionals at German universities and science organisations and, therefore, has an in-depth experience in the field of professional training at high academic levels.

The non-profit CHE (Centre for Higher Education) is an independent and implementation orientated think tank with an international perspective. It is a German key provider of expertise on higher education policy and management and has organised a significant number of important national workshops and trainings on faculty management and leadership in higher education.

The German Rectors' Conference (HRK) is the association of state and state-recognized universities in Germany. The HRK functions as the voice of the universities in dialogue with politicians and the public and as the central forum for opinion forming in the higher education sector. The German Rectors' Conference represents the interest of German universities at an international level and supports German universities in their internationalization process.

The German Academic Exchange Service (DAAD) is an association of German institutions of higher education and their student bodies. The DAAD supports the internationalisation of German universities, promotes German studies and the German language abroad, assists developing countries in establishing effective universities and advises decision makers on matters of cultural, education and development policy.

The team includes also four high ranking African higher education experts from the Addis Ababa University (Ethiopia), Taita Taveta University (Kenya), the University of the Western Cape (South Africa) and the University of Cape Coast (Ghana) who have been important partners in this project already since 2008. The regional experts will also act as contact partners and mentors for the participants in between the presence phases of the course to support the implementation of the individual reform projects.

## Participants' Profile

- Up to 30 participants will be selected.
- Participants should be deans (preferably newly elected; for max. 2 years in the position of a dean), vice-deans, aiming at taking over a dean's position in the future or heads of department. In case that applicants come from specialised, decentralised universities (e.g., University of Natural Sciences, Regional Colleges) applications from newly appointed Vice-Presidents/Vice-Rectors are also highly welcomed. Preferably participants should be between 40 and 50 years old (+/- 2 years is acceptable).
- Eligible countries are: **Ethiopia, Ghana, Kenya, Nigeria, Sudan, Tanzania and Uganda**

- Fluency in English is required and mandatory in order to be admitted to the course. In case of applicants from non-Anglophone countries: Proof of excellent English proficiency (e.g., TOEFL; Cambridge Certificate) will be an asset. In individual cases online interviews will be organised with short listed candidates to guarantee the requested proficiency.
- A gender balance and a good national mix is aimed at, given that qualifications and other criteria are fulfilled.

## Fundings

The costs for the international flight (from home country to host country), local transportation costs within the host country as well as accommodation and some joint meals during the course will be covered by the DAAD through funds of the German Federal Ministry for Economic Cooperation and Development (BMZ). For Part I, taking place in Germany, DAAD will contract an emergency health insurance. The participants' home universities are expected to contribute to the costs by paying a fee of 300 Euro (less than 5 % of the overall individual costs) for the completion of the three parts of the course. Additionally, the participant or the participants' home institution must be able to cover local transportation in their home countries, visa costs, and potential additional per diems for the duration of the onsite training.

## Application and Selection Procedure

The application includes:

- online registration via <https://www.hs-osnabrueck.de/en/international-deans-course/application>
- [application form \(incl. curriculum vitae\)](#)
- [letter of motivation \(incl. draft of the PAP\)](#)
- organisational chart of the institution showing the section where the candidates are working in
- letter of support from the university leadership indicating that the applicant will receive financial support from his/her university
- one additional letter of recommendation e.g. of a DAAD alumnus or alumna will be appreciated.



Application documents are to be submitted until **October 31<sup>st</sup>, 2024** to the Osnabrück University of Applied Sciences, Ms. Freya Gallenkamp via e-mail [fdc@hs-osnabrueck.de](mailto:fdc@hs-osnabrueck.de).

All applications will be thoroughly reviewed by members of the Selection Committee which is composed of university professors and international experts in the field of higher education management. Relevant aspects for a successful application are the current position within the university, managerial experience, a



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convincing motivation letter and the level of the institutional support indicated by the recommendations from the university leadership. All applicants will be informed on the results of the selection process in February 2025.

As all parts of the International Deans' Course are interconnected, prior to the acceptance to the course participants need to confirm that they are willing and able to take part in all three parts.

Further information on the DAAD DIES Programme and the International Deans' Course can be found at [www.daad.de/dies/en](http://www.daad.de/dies/en). A brochure with details on the International Deans' Course, i.e., the rationale, its aims, contents and the partners' profiles can be downloaded from the project website.

### Contact details

Website: <https://www.international-deans-course.org>

E-Mail: [idc@hs-osnabrueck.de](mailto:idc@hs-osnabrueck.de)

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