VOLUNTEER OPPORTUNITIES TO SUPPORT
AWB’S PROGRAM FOR GRADUATE EMPLOYMENT READINESS

Academics Without Borders (AWB) is a Canadian nonprofit organization. Its mission is to help low and middle-income countries improve their universities, so that they can train their own experts and conduct research to promote their countries’ development.

AWB’s projects are involved in the full range of university activities, from expanding and improving existing institutions and programs to helping create new ones. AWB fulfills its mission by sending volunteers on projects that originate in, and are owned by, developing world institutions. AWB volunteers are reimbursed for their expenses but are not paid a salary.

During the pandemic, volunteers will work remotely on projects that can be implemented online. Once restrictions are lifted, international working visits will resume as appropriate.

AWB seeks volunteers to assist with the implementation of an employment readiness program in partnership with the European School of Management (ESMT) in Germany and Strathmore University in Kenya.

Background:

The future of African business depends on the quality of African university graduates. As recognized by the African Development Bank, young graduates have not been adequately prepared for careers in business. Traditional boundaries in university research and education prevent graduates, in particular in Science, Technology, Engineering, and Math (STEM) disciplines, from considering a career in industry, government or business after graduation. For these careers, African graduates need more than technical skills: they need to be prepared to solve problems, make sense of information and evaluate evidence to make decisions in organizational and entrepreneurial contexts.

The Industry Immersion Program is an employment readiness program that began in 2017 as a collaboration between ESMT and the African Institute of Mathematics and Sciences (AIMS). It has been delivered to four cohorts of AIMS graduates. The program seeks to strengthen the employability of STEM graduates, by providing a hands-on, supplementary business curriculum to those who seek a career in African industry or business. The program offers a mixture of academic and practical learning and skills development, which helps participants to transition from a scientific environment to an applied industry setting.

The program consists of an intensive six-week academic module designed by ESMT and delivered by ESMT faculty, followed by a three to six-month internship during which participants
experience a business environment first hand in which they are able to apply their academic learning. Past participants have interned in companies across Africa.

Based on the success of the ESMT-AIMS program, ESMT and AWB have partnered to expand the reach of the Industry Immersion Program by embedding it in universities in low and middle-income countries, where it will be delivered by local faculty. The partner for the pilot project of the Industry Immersion Program is Strathmore University in Kenya.

**Volunteer Opportunity Reference:** Implementation of AWB’s Program for Graduate Employment Readiness

**Number of Volunteers:** 4-6

**Job Description:**

For the foreseeable future, this will be a virtual volunteer opportunity and may involve working visits once travel restrictions are lifted.

Volunteers will work with the program leads to learn all aspects of the content and delivery of the Industry Immersion Program. They will also collaborate with and advise local staff at Strathmore University (Kenya) as the program is delivered in the summer of 2021. This will prepare the volunteers to provide future mentorship to local faculty and staff as the program is implemented at other institutions.

We are looking for 2-3 volunteers to fill each of the following roles:

**Academic Tutor Mentors:** Working with local tutors, the volunteers will be responsible for: learning the mechanics of the blended learning delivery platform; liaising with individual ESMT faculty to familiarise themselves with the course content; mentoring the local tutor on course content delivery and facilitation; communicating with the program team at ESMT to collectively deliver the courses; working with ESMT tutors to deliver courses each day; assisting with coordinating all aspects of delivery; and assisting with program evaluation.

**Program Manager Mentors:** Working with local staff, the volunteers will be responsible for: managing communication and correspondence with all partners in the initiative; arranging local travel and accommodations; assisting with administrative procedures and developing strategies to streamline processes; maintaining project budget; assisting with student recruitment; assisting with establishing and overseeing internship opportunities; and reporting on program outcomes.

**Language:** English

**Requirements:**
We are looking for senior level university or college faculty and staff (working or retired). Applicants with experience working in academic settings in low and middle-income countries are especially encouraged to apply.

**Academic Tutor Mentor volunteers** should have broad knowledge and experience in business, marketing and entrepreneurship.

**Program Manager Mentor volunteers** should have demonstrated experience in program management in any discipline.

**Start Date and Duration:**
Project start date is as soon as possible with the pilot program with Strathmore University scheduled for the summer of 2021. The time commitment will vary from week to week as a function of the stage of the program and the task at hand. We are looking for a minimum commitment of 1-2 years.

**Applications:**
Please send to Corrie Young, cyoung@awb-usf.org:
- Your CV, including your contact information
- A statement of your motivation in seeking the position, including which role(s) you wish to play (see Job Description above) and your availability to undertake the role(s)
- Two (2) letters of reference - either include the letters of reference with your application package or have them sent separately to Corrie Young, Associate Executive Director - Projects & Network, cyoung@awb-usf.org, by the application deadline.

**Deadline:** March 12, 2021