



The African School of Governance (ASG) is a leading public policy and leadership education institution dedicated to empowering a new generation of purpose-driven African leaders. With a foundation rooted in African perspectives and global standards, ASG is committed to cultivating leaders who can address the complex challenges of the 21st century, both on the continent and worldwide.

At the African School of Governance, we are shaping a new era of leadership in Africa through a world-class public policy education, innovative research, and dynamic policy engagement focused on Africa's unique experiences. We aim to address the continent's pressing governance challenges by equipping emerging leaders with the mindsets, skills, and knowledge required for effective leadership.

ASG's vision is to nurture a prosperous and peaceful Africa where purpose-driven leaders have the mindsets, knowledge, and skills to drive sustainable development for all. The mission is to nurture leaders to drive Africa's sustainable development by providing innovative public policy education, cutting-edge research, and a platform for policy engagement that fosters transformative governance tailored to the continent's unique values and opportunities.

ASG seeks to address this gap in African public policy education and research while joining a network of other world-class institutions across the region and globe.

JOB DESCRIPTION

JOB DETAILS

JOB TITLE: FACULTY IN LABOUR MARKETS, EMPLOYMENT POLICY, SOCIAL PROTECTION AND HUMAN CAPITAL DEVELOPMENT

REPORTS TO: Director of Academic Affairs

Cluster

MPAH 9213 Human Capital Development for Transformation; MPAH 9221 Social Policy and Welfare; MPAH 9222 Employment and Labour Market in the Global Economy

Nature of the contract:

full-time, fixed-term, adjunct, visiting faculty and Professor of Practice arrangements

DEPARTMENT: Academic Affairs

Job / Role Purpose

To close ASG's specialist Human Development capacity gap in labour markets, employment policy, social protection, welfare systems, and human-capital transformation. The appointee will connect economic, institutional, and social-policy analysis to the practical challenge of creating productive work, inclusive welfare, and resilient human-development systems in African contexts.

Key duties and responsibilities

Key Duties and Responsibilities

Main duties and Responsibilities

- Lead and/or co-teach assigned modules at Level 9 standard and take responsibility for academic coherence, delivery quality, assessment and student outcomes.
- Prepare and maintain complete teaching and Learning Management System materials aligned to approved Module description form, learning outcomes and assessment requirements.
- Use African cases, practitioner artefacts, data, simulations, labs and professional outputs as core learning methods.
- Assess student work rigorously and on time; participate in moderation, quality assurance and program review.
- Supervise Work Integrated Learning, capstones or applied research/consulting work within the area of expertise where assigned.
- Contribute to practitioner engagement, curriculum enhancement and ASG's network of African policy and governance institutions.

Specific Duties and Responsibilities

- Teach theories and evidence on employment, wages, productivity, skills, labor demand, job quality and labor-market institutions.
- Analyze the effects of globalization, trade, technology, migration and climate transition on employment structures, wage inequality and worker protection.
- Teach labor-market indicators and data sources including unemployment, underemployment, participation, informality, productivity and gender/youth gaps.
- Guide learners in active labor-market policy, skills systems, social protection for formal and informal workers and strategies for inclusive job creation.
- Teach social-policy foundations, welfare regimes, rights-based and feminist approaches, political economy, informal welfare and local-government delivery capacity.
- Address poverty, inequality, urbanization, youth unemployment, gender inclusion, food security, crises, adaptive social protection, digital welfare delivery and social investment.
- Supervise Human Development capstones, Work integrated learning and policy projects using labor-market diagnostics, social-policy reform memos and implementation plans.

Teaching and Executive-Facilitation Capability

- Can design data labs, comparative cases, policy diagnostics, simulations and professional policy outputs for Level 9 learners.
- Can teach interdisciplinary cohorts and connect economics, governance, institutions and social justice.
- Can supervise applied capstones and Work integrated learning projects and assess policy briefs, labor diagnostics and reform plans.

Technical Knowledge and Competencies

- Labor-market economics and institutions; employment and wage analysis; informality; youth and gender dynamics; migration; technology and future of work.
- Social policy and welfare theory; social protection; adaptive and shock-responsive systems; inclusive services; poverty and inequality.
- Ability to integrate quantitative evidence, political economy, institutional capacity and implementation realities.
- Sensitivity to gender, youth, disability, migration, informality, care economies and other inclusion dimensions.

Expected Outputs/ Deliverables
• Lead/co-lead Human Development modules and maintain complete High Education Council of Rwanda-aligned teaching, Learning management system and assessment materials. • Deliver applied labor-market and social-policy diagnostics using African data and cases. • Provide timely assessment, feedback, moderation and annual module review. • Supervise assigned Human Development capstones/Work integrated learning and help build partnerships with relevant public and social-policy institutions.
PERSON SPECIFICATION
Educational Requirements
• Normally a PhD in Labor Economics, Social Policy, Development Economics, Public Policy, Human Development, Sociology, Demography, Industrial Relations, Education/Skills Policy or a closely related field. • Exceptional senior practitioners with strong evidence of labor, social-protection or human-development leadership may be considered for Professor of Practice or adjunct appointments. • Demonstrated research, policy or professional expertise in African labor markets and/or social policy.
Related Job Experience
• Substantive experience in employment policy, labor-market analysis, social protection, welfare systems, skills policy, human capital, poverty/inclusion or related policy reform. • Experience with labor-force or enterprise data, International Labor organization's statistical data base/World Bank/national datasets or comparable evidence systems is highly desirable. • Postgraduate teaching, executive education, policy training or applied facilitation experience. • Experience with ministries, social-protection agencies, labor institutions, development partners, employers, unions or civil society is an advantage.
Required Behavioural Skills
• A labor economist or social-policy scholar-practitioner who can work across employment, informality, social protection, welfare, skills systems and human development. • An Africa-centered analyst able to connect labor-market evidence with institutions, technology, migration, trade, climate transition, gender, youth and social justice. • A teacher who can combine quantitative labor-market diagnostics with qualitative political-economy and institutional analysis.

- A practitioner-oriented educator able to guide policy design for real ministries, agencies, employers, development partners and communities.

What We Offer

- An opportunity to contribute to African school of governance's Master of Public Administration, Executive Master of Leadership and Governance and executive-learning portfolio and to work alongside distinguished African and international faculty and practitioners
- Mentorship and close collaboration with distinguished faculty and practitioners.
- Professional growth

Contact/application information:

Interested candidates with required qualifications and matching experience should complete and submit an application via the link: [African School of Governance \(ASG\) | E-Recruitment](#).

All applications must be submitted via the online application portal through the link provided in order to be considered. **The deadline for the submission of the application is 30TH September 2026.**