



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 / PROFESSOR OF PRACTICE IN BEHAVIOURAL SCIENCE, SYSTEMS THINKING AND CHANGE MANAGEMENT

REPORTS TO: Director of Academic Affairs

Cluster

MPAE 9215 Leading Self & Others: Behavioural Science for Better Decisions; EMLG 9117 Systems Thinking & Change Management; leadership practice and implementation support

Nature of the contract:

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

DEPARTMENT: Academic Affairs

Job / Role Purpose

To build ASG's capacity to help experienced leaders understand the behavioural drivers of decisions and institutional performance, diagnose persistent governance problems as systems, and design adaptive change strategies. The role integrates behavioural public policy, self-leadership, organisational psychology, systems thinking, complexity, stakeholder dynamics and change implementation in African governance environments.

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 African school of governance's network of African policy and governance institutions.

Specific Duties and Responsibilities

- Teach cognitive biases, heuristics, emotions, social norms, incentives, context, choice architecture and the limits of rational-choice assumptions in governance.
- Guide the ethical design of behavioral interventions using approaches such as EAST, nudges, framing and incentive structures, while addressing paternalism, autonomy and low-trust environments.
- Develop self-awareness and leadership practice through reflective diagnostics, behavioral accountability and evidence-based team/organizational interventions.
- Teach systems thinking, complexity, feedback loops, system dynamics, institutional diagnostics, stakeholder relationships and leverage-point identification.
- Analyze how political economy, incentives, resistance, organizational culture and institutional capability shape reform outcomes.
- Guide learners to design adaptive change and implementation strategies, systems maps, reform roadmaps and monitoring/learning approaches.
- Support leadership portfolios, simulations, executive coaching and implementation-oriented capstones where appropriate.

Teaching and Executive-Facilitation Capability

- Can design behavioral labs, simulations, systems-mapping workshops, reflective exercises, peer learning and applied reform assignments.
- Can facilitate experienced professionals through challenging self-reflection and institutional diagnosis while maintaining rigor and respect.
- Can assess behavioral policy briefs, systems maps, change strategies and applied leadership outputs using clear performance criteria.

Technical Knowledge and Competencies

- Behavioral science, judgement and decision-making, social norms, choice architecture, organizational behavior and ethical behavioral public policy.
- Systems mapping, feedback analysis, leverage points, stakeholder/political-economy analysis, complexity and adaptive governance.
- Change diagnostics, implementation sequencing, organizational culture, resistance, learning systems and reform leadership.
- High-level facilitation, reflective practice, group dynamics and psychologically safe executive learning.

Expected Outputs/ Deliverables

- Lead/co-lead assigned behavioral science and/or systems/change modules with complete teaching, Learning management system and assessment materials.
- Deliver experiential learning including labs, simulations, systems mapping and applied reform design.
- Provide timely grading, feedback, moderation and quality reporting.
- Support cross-program leadership, implementation and capstone activities where the expertise adds value.

PERSON SPECIFICATION

Educational Requirements

- Normally a PhD or equivalent terminal qualification in behavioral science, behavioral economics, organizational psychology, public policy, management science, public administration, systems thinking, complexity, organizational change or a closely related field.
- Exceptional senior practitioners with substantial behavioral insights, institutional reform or systems transformation experience may be considered for Professor of Practice or adjunct roles.
- Evidence of applied work and/or research linking behavior, organizations, systems and real institutional change.

Related Job Experience

- Experience in behavioral insights, organizational development, institutional reform, public-sector transformation, adaptive leadership, change management or systems practice.
- Demonstrated executive teaching, leadership development, facilitation or coaching experience.
- Experience designing behavioral interventions, systems maps, transformation strategies or implementation programs.
- African public, private or social-sector practice is strongly preferred.

Required Behavioural Skills

- A highly engaging scholar-practitioner who can work credibly with senior leaders and combine evidence-based behavioral science with systems and organizational change practice.
- Someone able to move between the individual, team, institution and system levels of analysis without reducing complex governance problems to simple motivational or technical solutions.
- A facilitator who can create psychologically safe but intellectually demanding learning environments for reflection, bias diagnosis, systems mapping and reform design.

- A practitioner-oriented educator able to convert theory into behavioral interventions, systems maps, leverage-point choices and sequenced change strategies.

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.**