



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 MEDIATION, HIGH-STAKES NEGOTIATION, PEACEBUILDING AND CONFLICT RESOLUTION

REPORTS TO: Director of Academic Affairs

Cluster

MPAE 9226 Mediation & High-Stakes Negotiation; EMLG 9136 Peace, Security and International Development; resource-conflict themes

Nature of the contract:

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

DEPARTMENT: Academic Affairs

Job / Role Purpose

To equip ASG learners to diagnose conflict, negotiate under pressure, mediate across power asymmetries and design peacebuilding and security-governance responses in complex African contexts. The appointee should combine disciplined negotiation frameworks with deep understanding of political economy, institutions, fragility, diplomacy, human rights and implementation.

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 forms, 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 negotiation and mediation frameworks, process choices, power asymmetries, stakeholder analysis and multi-party bargaining.
- Guide participants in Best alternative to a negotiated agreement/Zone of possible agreement analysis, integrative bargaining, political negotiation, facilitation, coalition building and sustainable agreement design.
- Teach conflict analysis tools including actor mapping, conflict trees, scenario planning and systems approaches.
- Analyze peace and security governance architectures, including African continental/regional institutions and the relationship between peace, security and development.
- Integrate human rights, international humanitarian law, ethical judgement and accountability into conflict and security decision-making.
- Design and facilitate negotiation clinics, mediation role plays, conflict simulations and policy-response exercises.
- Supervise capstones and applied projects in negotiation, resource conflict, peacebuilding, fragile settings and institutional trust.

Teaching and Executive-Facilitation Capability

- Can design realistic simulations, role plays, debriefs, negotiation clinics and applied policy outputs.
- Can assess performance under pressure as well as written conflict analyses and strategic briefs.
- Can facilitate diverse executive cohorts and manage disagreement constructively.

Technical Knowledge and Competencies

- Best alternative to a negotiated agreement, Zone of possible agreement integrative and distributive bargaining, multi-party negotiation, mediation and facilitation.
- Conflict and stakeholder analysis, political economy, identity and resource conflicts, coalition building and agreement implementation.
- Peace/security governance, fragility, African peace and security architecture/African union contexts, Agenda 2063/Sustainable development goal 16 and relevant human-rights/humanitarian principles.
- Strong discretion, ethical judgement, emotional intelligence and ability to create safe learning spaces.

Expected Outputs/ Deliverables
• Lead/co-lead negotiation/peacebuilding modules and maintain complete simulation, Learning management system and assessment packs. • Deliver at least one major high-stakes negotiation or mediation simulation where required. • Provide timely feedback, moderation and quality reporting. • Support practitioner networks and capstone supervision in relevant areas.
PERSON SPECIFICATION
Educational Requirements
• Advanced degree in peace and conflict studies, international relations, law, political science, public policy, security studies, diplomacy or a related field; PhD normally required for academic-rank appointments. • Exceptional senior mediators, diplomats, negotiators, peacebuilders or security-governance practitioners may be considered for Professor of Practice or adjunct appointment. • Relevant professional accreditation or recognized mediation/negotiation training is an advantage but not a substitute for substantive practice.
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 practitioner-scholar with substantial real-world experience in mediation, negotiation, diplomacy, peacebuilding, conflict prevention, security governance or related institutional reform. • A rigorous facilitator who can teach frameworks such as Best alternative to a negotiated agreement, Zone of possible agreement, integrative bargaining and multi-party process design without reducing negotiation to technique alone. • Someone able to connect conflict and negotiation to history, identity, political economy, institutional incentives, resource competition and international influence.

- A trusted and ethically grounded educator capable of running high-pressure simulations and confidential executive learning.

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.**