



External Publication of Job Posting

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Job Posting Title

Instructional Designer

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Job Title

Instructional Designer

Organization

The African Union, established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

The Pan African University (PAU) is a continental academic and research institution created by the African Union and whose strategic vision is the development of institutions for excellence in key areas of Science, Technology, Innovation, Humanities, Social Sciences and Governance, which would constitute the bedrock of an African pool of world class higher education.

As a central part of its refreshed strategic plan PAU will create a high quality technology enriched learning environment as an integral and indispensable part of its curriculum delivery strategy across all institutes and programs to enable wider access to current and future PAU programs across Africa, and, in time, see PAU become a leader in the application of educational technology across the continent.

The African Union has adopted its Agenda 2063, which is the continent's collective vision and roadmap for the next 50 years. One of the aspirations of Agenda 2063 is the need to catalyze an Education and Skills revolution and actively promote science, technology, research and innovation, with the ultimate aim of building knowledge, human resources, capabilities and skills for Africa's future.

As the Open and Distance-learning (ODEL) arm of the the Pan African University (PAU) the Pan African Virtual and E- University (PAVEU) is one of AU's flagship projects that has been proposed for addressing the Agenda 2063 need for accelerating development of human capital, science and technology and innovation through increasing access to tertiary and continuing education in Africa by capitalizing on the digital revolution and global knowledge; reaching large numbers of students and professionals in multiple sites simultaneously - anywhere, anytime; and by consolidating African initiatives and strategies on accelerated development of

human capital; science, technology and innovation.

In seeking to achieve the PAU mandate and objectives, the African Union intends to strengthen its human resources on filling in all its vacant posts. Thus the Commission of the African Union invites applicants who are citizens of Member States for the post of Instructional Designer for Pan African Virtual and E-University (PAVEU) to be placed at the Pan African University Rectorate in Yaoundé Cameroon.

Department

Job Title: Instructional Designer
Grade: P3
Supervisor: PAVEU Coordinator
Department: Human Resources, Science and Technology
Duty Station: Yaoundé, Cameroon
Positions: 1

Project

Provide technical support in the implementation of a comprehensive eLearning strategy for the Pan African University to enrich its existing programs, provide the capacity for blended delivery of current programs and ultimately wider access to its current and future programs through ODeL across the African continent and build deep expertise and capacity in the application of educational technologies to deliver high quality online programs' and facilitate the transfer of knowledge for future scaling and expansion of online delivery of programs in line with the objectives of AU Agenda – 2063.

Tasks

- i. Provide specialist advice and guidance in the design of effective and pedagogically validated digital and related resources, including graphical, multimedia and interactive web elements, video, audio, virtual reality and simulation elements and text- based online and print resources. This will include the provision of specialist advice on pedagogy in course and unit design for PAU Program Coordinators and academic staff as well as demonstrating ways of designing curriculum to take advantage of technology to embed e-learning and other flexible approaches.
- ii. Review and provide professional expertise and insights on in digital pedagogies regarding the appropriate use of emerging technologies, instructional strategies and learning objectives appropriate to the curriculum to create authentic, innovative and contemporary learning experiences for students
- iii. Improve course designs through the application of research-based pedagogy theory and proven instructional design principles.
- iv. Support academic and student use of learning technologies through workshops, on line training and tutorials, troubleshooting and providing or coordinating support services as required
- v. Provide a professional perspective on instructional design principles while contributing to the design and production of digital and print resources to general specifications, including graphical, multimedia, and interactive web elements, video, audio, virtual reality and simulation elements, and text based online and print resources
- vi. Provide thorough and detailed quality assurance of all assigned online course material by assisting in the assessment of course materials that are produced
- vii. Prepare and provide periodic reports on course development and other projects
- viii. Provide advice and counsel to senior staff on the strategic, tactical and operational issues associated

with the use of technology in the service of educational processes

ix. Keep abreast in industry trends and related technologies by engaging in professional development and reflective practices relating to learning, teaching and platform innovation.

Requirements

1. Qualification and Work Experience Required:

- i. Candidates must have a minimum of Master's degree in Instructional Design or Education or a related area, with a minimum of 7 years subsequent workplace experience in a higher learning institution setting.
- ii. Demonstrated experience in developing learning and teaching resources in Higher Education environments through the sound application of contemporary pedagogy
- iii. Demonstrated ability to work with educators to design technology enhanced learning and teaching educational resources in a range of contemporary, flexible blended learning delivery modes

2. Required Skills and Competences:

Functional Skills

- i. Excellent written, oral and interpersonal communication skills
- ii. Demonstrated experience in instructional designs
- iii. Excellent experience in e-learning education programs
- iv. Excellent skills in education related information systems

Personal Abilities

- i. Taking responsibility for incorporating gender perspectives and equal participation of women and men in all areas of work
- ii. Conscientiousness and efficiency in meeting commitments, observes deadlines and achieves results across multiple projects
- iii. Proactive and ability to work towards objectives with minimal supervision
- iv. Excellent interpersonal and team building skills and ability to work in a multi-cultural environment,

Knowledge and Understanding

- i. A combination of current and depth of knowledge in the areas of new and emerging teaching technologies, including high level Information and Communication Technology (ICT) literacy such as:
 - Learning Management Systems (LMS)
 - Web design platforms
 - Document management and web content management systems
 - Multimedia tools/environments
 - Digital audio and video production
- ii. Familiarity with the AU and the PAU will be an added advantage

3. Language Requirement:

As PAU programs are delivered in English, proficiency in English is essential. Proficiency in French and one or several other African Union working languages would be an added advantage.

4. Tenure of Appointment:

The appointment will be made on a fixed term contract for a period of two years (2) years, of which the first six months will be considered as a probationary period. Thereafter, a further contract may be offered at the sole discretion of the PAU Rectorate. The prospect of any further contract will be subject to satisfactory performance and fund availability.

5. Remuneration:

The salary attached to the position is an annual lump-sum of US\$ 92,671.37 (P3 Step 5) inclusive of all allowances for internationally recruited staff, and US\$ 77,862.59 inclusive of all allowances for locally recruited staff of the African Union Commission.

6. How to Apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> not later than 29 October 2018.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Directorate of Administration and Human Resource Management
African Union Commission

Contract Type

Fixed Term Contract

Employment Fraction

Full-time

Branch

PAU Yaoundé, Cameroon