



THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF EDUCATION, SCIENCE, AND TECHNOLOGY

THE NELSON MANDELA
AFRICAN INSTITUTION OF SCIENCE AND TECHNOLOGY
(NM-AIST)



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EMPLOYMENT OPPORTUNITIES

The Nelson Mandela African Institution of Science and Technology (NM-AIST) in Arusha, Tanzania, is one in a network of Pan-African Institutions of Science and Technology located across Sub-Saharan Africa (SSA). These institutions, which are the proud brainchild of the late Nelson Mandela, envision training and developing the next generation of African scientists and engineers with a view to profoundly impacting the continent's development through the application of Science, Engineering and Technology, and Innovation (SETI).

The NM-AIST, an accredited higher learning institution (HLI) by the Tanzania Commission for Universities (TCU), is being developed into a world-class research-based institution for postgraduate and post doctoral studies and research in SETI. The NM-AIST invites applications from suitably qualified and competent Tanzanians and non-Tanzanians to fill the following vacancies:

1. Professor (10 Posts)

A. Entry Qualifications (Professor)

Applicant at this level **MUST** be a holder of a PhD degree or an equivalent (e.g., MMed/MDent) qualification in a relevant discipline from a recognized University. Must have **at least five (5) years at the rank of Professor**. Proven academic and research leadership with an outstanding background in research and innovation: **peer-reviewed publications, research output commercialization, resource mobilization, postgraduate supervision, industrial and community engagement, and international collaborations**. Must have a master's degree with a GPA ≥ 4.0 out of 5.0 and a bachelor's degree with a GPA ≥ 3.8 out of 5.0 or equivalent.

B. Duties and Responsibilities for Professorial Positions

- i. To provide academic leadership and conduct high-impact research and innovation in areas of specialization.
- ii. To mentor junior academic staff and postdoctoral researchers in research areas of specialization including grant writing.

- iii. To establish and lead research groups, research chairs, and attract research funding in relevant areas or fields.
- iv. To design and deliver lectures, seminars, and practical sessions for postgraduate students.
- v. To offer consultancy and engage in community and industrial outreach services or activities.
- vi. To contribute to institutional policy, governance, and institutional growth and sustainability strategies.
- vii. To organize and participate in key strategic regional workshops, stakeholder seminars, international conferences, high-level dialogues, and symposia.
- viii. To develop strategic collaborations with regional and international institutions.
- ix. To lead the establishment of state-of-the-art centres of excellence or laboratory in the related areas of specialty.
- x. To contribute to curriculum design and quality assurance in selected programmes.
- xi. To promote the commercialization of research outcomes.
- xii. To perform any other duties as assigned by the relevant authorities.

C. Areas of Specialisation for Professorial Positions

The 10 professorial posts are categorized by Schools with their respective areas of specialization as follows:

(i) School of Life Sciences and Bio-Engineering (LISBE) – (3 Posts)

Areas of Specialisation

- Professor in Animal Biotechnology (1 Post).
- Professor in Molecular Bioengineering (1 Post).
- Professor in Bioprospecting (1 Post).

(ii) School of Material, Energy, Water Resources and Environmental Sciences (MEWES) – (3 Posts)

Areas of Specialization

- Professor in Energy Storage Engineering (1 Post).
- Professor in Groundwater Modelling and Management (1 Post).
- Professor in Incubation Management and Technology (1 Post).

(iii) School of Computational and Communication Sciences and Engineering (CoCSE) – (4 Posts)

Areas of Specialisation

- Professor in Artificial Intelligence and Data Science (1 Post).
- Professor in Cybersecurity & Information Assurance (1 Post).
- Professor in Computational Modelling and Scientific Computing (1 Post).
- Professor in Mathematics & Statistics (1 Post).

D. Salary Scale: PUTS 6.1

The salary for the Professor rank will be according to the Salary Structure for Tanzania Public Service and the Harmonised Scheme of Service for Academic Staff in Public Universities and Constituent Colleges (2022).

2. Associate Professor (10 Posts)

A. Entry Qualifications (Associate Professor)

Applicant at this level **MUST** be a PhD degree or an equivalent (MMed/MDent) qualification in a relevant discipline from a recognized University. Must have **at least three (3) years at the rank of Associate Professor**. Proven academic and research leadership with an outstanding background in research and innovation: **peer-reviewed publications, research output commercialization, resource mobilization, postgraduate supervision, industrial and community engagement, and international collaborations**. Must have a master's degree with a GPA ≥ 4.0 out of 5.0 and a bachelor's degree with a GPA ≥ 3.8 out of 5.0 or equivalent.

B. Duties and Responsibilities for Associate Professors

- i. To provide academic leadership and conduct strategic high-impact research and innovation in areas of specialization.
- ii. To mentor junior academic staff and postdoctoral researchers in research areas of specialization including resource mobilisation.
- iii. To establish and lead research groups, research chairs, and attract research funding in relevant areas or fields.
- iv. To attract and nurture talents in SETI.
- v. To design and deliver lectures, seminars, and practical sessions for postgraduate students.
- vi. To offer consultancy and engage in community and industrial outreach services or activities.
- vii. To contribute to institutional policy, governance, and promote institutional growth and sustainability.
- viii. To organize and participate in key strategic regional workshops, stakeholder seminars, international conferences, high-level dialogues, and symposia.
- ix. To develop strategic collaborations with regional and international institutions.
- x. To lead the establishment of state-of-the-art centres of excellence or laboratory in the related areas of specialty.
- xi. To contribute to curriculum design and quality assurance in selected programmes.
- xii. To promote the commercialization of research outcomes.
- xiii. To perform any other duties as assigned by the relevant authorities.

C. Areas of Specialisation for Associate Professors

The ten (10) posts for Associate Professors are categorized by Schools with their respective areas of specialization as follows:

(i) School of Life Sciences and Bio-Engineering (LiSBE) – (4 Posts)

Areas of Specialisation:

- Associate Professor in Molecular Bioengineering (1 Post).
- Associate Professor in Bioprospecting (1 Post).
- Associate Professor in Nanotechnology (1 Post).
- Associate Professor in Omics and Bioinformatics (1 Post).

(ii) School of Material, Energy, Water Resources and Environmental Sciences (MEWES) – (3 Posts)

Area of Specialization:

- Associate Professor in Industrial Processing Engineering (1 Post).
- Associate Professor in Nanomaterials and Nanotechnology Engineering (1 Post).
- Associate Professor in Hydro-informatics (1 Post).

(iii) School of Computational and Communication Sciences and Engineering (CoCSE) – (3 Posts)

Areas of Specialisation

- Associate Professor in Data Engineering (1 Post).
- Associate Professor in Automation and Mechatronics (1 Post).
- Associate Professor in Smart Devices & Digital Manufacturing (1 Post).

D. Salary Scale: PUTS 5.1

The salary for the Associate Professor rank will be according to the Salary Structure for Tanzania Public Service and the Harmonised Scheme of Service for Academic Staff in Public Universities and Constituent Colleges (2022).

3. Senior Lecturer (9 Posts)

A. Entry Qualifications

Applicant at this level **MUST** be a PhD degree or an equivalent (MMed/MDent) qualification in a relevant discipline from a recognized university. Must have **at least three (3) years at the rank of Senior Lecturer**. Proven academic and research leadership with an outstanding background in research and innovation: **peer-reviewed publications, research output commercialization, resource mobilization, postgraduate supervision, industrial & community engagement, and international collaborations**. Must have a master's degree with a GPA ≥ 4.0 out of 5.0 and a bachelor's degree with a GPA ≥ 3.8 out of 5.0 or equivalent.

B. Duties and Responsibilities:

- To provide academic leadership and conduct strategic high-impact research and innovation in areas of specialization.
- To mentor junior academic staff and postdoctoral researchers in research areas of specialization including resource mobilisation.

- iii. To lead research groups, support activities under research chairs, and attract research funding in relevant areas or fields.
- iv. To attract and nurture talents in science, engineering, technology, and innovation (SETI).
- v. To design and deliver lectures, seminars, and practical sessions for postgraduate students.
- vi. To offer consultancy and engage in community and industrial outreach services or activities.
- vii. To contribute to institutional policy, governance, and promote institutional growth and sustainability.
- viii. To organize and participate in key strategic regional workshops, stakeholder seminars, international conferences, high-level dialogues, and symposia.
- ix. To develop strategic collaborations with regional and international institutions.
- x. To support the establishment of state-of-the-art centres of excellence or laboratory in the related areas of specialty.
- xi. To contribute to curriculum design and quality assurance in selected programmes.
- xii. To promote the commercialization of research outcomes.
- xiii. For the Senior Lecturer in Laboratory Instrumentation post, he/she will be required to lead day-to-day operationalisation of state-of-the-art laboratory equipment.
- xiv. To perform any other duties as assigned by the relevant authorities.

C. Areas of Specialisation for Senior Lecturers

The Nine (9) posts for senior lecturers are categorized by Schools with their respective areas of specialization as follows:

(i) School of Life Sciences and Bio-Engineering (LiSBE) – (3 Posts)

Areas of Specialization

- Senior Lecturer in Animal Biotechnology (1 Post).
- Senior Lecturer in Omics and Bioinformatics (1 Post).
- Senior Lecturer in Molecular Bioengineering (1 Post).

(ii) School of Material, Energy, Water Resources and Environmental Sciences (MEWES) – (3 Posts)

Area of Specialisation:

- Senior Lecturer in Radiation Physics and Protection (1 post)
- Senior Lecturer in Nuclear Engineering (1 post)
- Senior Lecturer in Sustainable Energy Engineering (1 post)

(iii) School of Computational and Communication Sciences and Engineering (CoCSE) - 3 posts

Area of Specialisation:

- Senior Lecturer in Data Analytics & Intelligent Systems (1 post)

- Senior Lecturer in Computer Networks & Network Security (1 post)
- Senior Lecturer in Computer Vision & Intelligent Robotics (1 post)

D. Salary Scale: PUTS 4.1.

The salary for the Senior Lecturer rank will be according to the Salary Structure for Tanzania Public Service and the Harmonised Scheme of Service for Academic Staff in Public Universities and Constituent Colleges (2022).

4. Senior Lecturer (1 Post): Laboratory Instrumentation

A. Entry Qualifications:

Applicant at this level **MUST** be a PhD degree or an equivalent (MMed/MDent) qualification in laboratory technology, instrumentation, biomedical engineering, and analytics from a recognized University. Must have **at least three (3) years at the rank of Senior Lecturer**. Proven academic and research leadership with an outstanding background in laboratory instrumentation and associated attributes such as **peer-reviewed publications, research output commercialization, resource mobilization, postgraduate supervision, industrial & community engagement, and international collaborations**. Must have a master's degree with a GPA ≥ 4.0 out of 5.0 and a bachelor's degree with a GPA ≥ 3.8 out of 5.0 or equivalent.

B. Duties and Responsibilities

- i. To manage and maintain laboratory equipment and ensure adherence to safety protocols.
- ii. To demonstrate instrumentation techniques, calibration, and data acquisition procedures.
- iii. To initiate and maintain quality laboratory management systems and documentation.
- iv. To conduct research in instrumentation, control systems, and related engineering fields.
- v. To contribute to departmental planning, accreditation, and quality assurance processes.
- vi. To design and deliver postgraduate courses in laboratory instrumentation.
- vii. To develop and update curricula to reflect current industry and academic standards.
- viii. To supervise postgraduate student projects, theses, and dissertations in instrumentation and control.
- ix. To publish research findings in peer-reviewed journals and present at conferences.
- x. To lead laboratory-related research groups, support activities under research chairs, and attract research funding in relevant areas or fields.
- xi. To mentor junior academic staff and postdoctoral researchers in research areas of specialization including resource mobilisation.
- xii. To engage with industry, community and professional bodies to align teaching with practical needs.

- xiii. To contribute to institutional policy, governance, and promote institutional growth and sustainability.
- xiv. To perform any other duties as assigned by the relevant authorities.

5. GENERAL CONDITIONS

- (i) Applicants may be of any nationality but must not be older than 65 years.
- (ii) Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail, and telephone numbers.
- (iii) Applicants should apply considering the criteria outlined in this advertisement.
- (iv) Applicants must attach copies of the following credentials:
 - a) PhD/master's/bachelor's certificates.
 - b) PhD/master's/bachelor's transcripts.
 - c) Professional Registration and Training Certificates from respective Registration or Regulatory Bodies (where applicable).
 - d) Birth certificate/National ID or Passport.
- (v) Attaching copies of Testimonials and all Partial transcripts is strictly not accepted.
- (vi) An applicant should indicate three reputable referees with their reliable contacts.
- (vii) An applicant with special needs/case (disability) is advised to indicate.
- (viii) Applicants should provide proof of competency in spoken, reading and written English.
- (ix) Professional certificates from foreign Universities and other training institutions shall undergo internal verification as per the Tanzania Commission for Universities (TCU) and the National Examination Council of Tanzania (NECTA) guidelines.
- (x) Only short-listed candidates will be informed on the date of the interview.
- (xi) Submission of certificates in languages other than English should be accompanied by legally translated copies of the same.
- (xii) Presentation of forged certificates and other information will necessitate legal action.
- (xiii) A signed application letter should be written in English and Addressed to:

The Deputy Vice Chancellor - Planning, Finance and Administration (DVC-PFA),
The Nelson Mandela African Institution of Science and Technology (NM-AIST),
404 Nganana, 23311 Kikwe, Arumeru,
P.O. Box 447,
Arusha, Tanzania.
- (xiv) Submission should include a one-page Research and Teaching Statement.
- (xv) The entire application package should be submitted as one PDF document.

NOTE: All applications and inquiries must be sent through the email address:
recruitment@nm-aist.ac.tz and not otherwise.

Deadline for submitting applications is 15th December, 2025

Released by:

**THE VICE CHANCELLOR
THE NELSON MANDELA AFRICAN INSTITUTION OF SCIENCE AND TECHNOLOGY
(NM-AIST)**