



# AIMS

African Institute for  
Mathematical Sciences  
**NEXT EINSTEIN INITIATIVE**

The Secretariat  
District Gasabo, Secteur Kacyiru  
Cellule Kamatamu Rue KG590 ST  
Kigali, Rwanda

## **We're transforming Africa through innovative scientific training, technical advances and breakthrough discoveries!**

The African Institute for Mathematical Sciences (AIMS) is a pan-African network of centres of excellence for postgraduate training in mathematical sciences, research and public engagement in STEM. Its mission is to enable Africa's brightest students to flourish as independent thinkers, problem solvers and innovators capable of propelling Africa's future scientific, educational and economic self-sufficiency. The first AIMS centre opened in Cape Town, South Africa in 2003; since 2011, AIMS has opened additional centres in Senegal, Ghana, Cameroon and Rwanda.

Each AIMS Centre provides expertly tailored academic and non-academic programs, training around 50 African students each year and preparing them for leadership in the domains of academia, government and industry. The AIMS academic program relies on top international lecturers who teach in a 24-hour learning environment.

If you bring a collaborative spirit with a passion to effect change, consider this opportunity as the...

### **Director, People, Talent & Culture!**

Based from the AIMS-NEI Secretariat, and reporting to the CEO the Director, People, Talent & Culture (DPTC) will be responsible to oversee, plan for and champion talent attraction, development and retention across the global network. In support of the organization's goals and objectives, you will give leadership to all aspects of human resources including organizational planning and development, recruitment and selection, learning and development, reward and recognition, people and culture, employee services, employee relations, volunteer relations, and regulatory compliance across multiple international jurisdictions. In addition, the DPTC will be an active member of the senior leadership team and be an exemplary model to contribute to, set and encourage a values-driven organizational culture.

As a well-established human resource professional, you have a demonstrated ability to interpret, develop and implement thoughtfully constructed strategies to engage the talent base in meaningful work and to inspire unwavering commitment to the continued growth and advancement of the organization's goals and objectives – ultimately to cultivate the Next Einstein – all while giving leadership to and managing a team of up to 9 direct and indirect team members.

You recognize the power of a values-based culture because you lead by example. You are known for your ability to nurture, develop and sustain effective relationships with senior leadership members, varying levels of staff, volunteers, vendors and suppliers and you are particularly in-tune with diverse cultural sensitivities across international lines. You take a collaborative approach to ensure stakeholder perspectives are considered and you are comfortable to effectively manage the complexities of conflicting priorities with utmost grace and diplomacy.

You are no stranger to the realities of a service delivery model and have the ability to establish and implement a variety of operational and administrative protocols, practices and systems to support and manage all aspects associated with the end to end cycle of people attraction, management, development and retention, across multiple geographical lines.

This is a full-time, open opportunity based at the Secretariat in Kigali, Rwanda.

• Email: [info@nexteinstein.org](mailto:info@nexteinstein.org) • [www.nexteinstein.org](http://www.nexteinstein.org)  
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## Do you have what we need?

- Bachelor's degree (Master's degree preferred), and a minimum of 10 years of HR experience in the above areas at a leadership role
- Thorough understanding of HR policies and procedures (including compensation, recruitment, benefits, training)
- Familiarity with labour laws in multiple jurisdictions including Africa, Europe, and North America and more specifically South Africa, Ghana, Cameroon, Senegal, Tanzania, Rwanda, Germany, Canada, UK, and USA
- Must possess excellent decision-making, strategic thinking, interpersonal, and ethical conduct capabilities
- Must be a self-starter with natural leadership and team building abilities
- Excellent interpersonal, written and verbal communication skills are essential, with the ability to lead meetings and presentations, and to interface with all levels of staff with tact and diplomacy
- Proficient in both English and French languages with perfect control on one of the two languages.
- A serious advantage would be for the candidate to have experience at regional and international level in corporate and international organizations
- At ease to champion and incorporate change management principles to give guidance to organizational design and development
- Must be a collaborative team player, possess a strong orientation for services and must be a consultative problem solver
- Ability to balance organizational and employee interests
- Highly proactive style of work, with a demonstrated track record of developing innovative approaches
- Strong organizational and analytical skills
- Ability to understand and adapt behaviour to a decentralized governance structure working with local HR expertise at centre level for harmonization and quality assurance across the network
- Knowledge of the labour market in Africa is an asset
- Proficiency with Microsoft Word, Excel, and PowerPoint required; knowledge of any HR software or payroll management system will be an asset
- Ability and willingness to travel internationally

## Are you ready to be a part of the transformation?

Click on [this link to apply](#). Applications will be accepted until January 20, 2022.

Should no feedback be received from AIMS-NEI within four weeks of the deadline, kindly accept that your application will not be further pursued. AIMS-NEI reserves the right not to make an appointment at its sole discretion.

AIMS-NEI is an equal opportunity employer. Visit [www.nexteinstein.org](http://www.nexteinstein.org) to learn more about AIMS.