



PROCEDURE FOR APPOINTMENT OF POST-DOCTORAL RESEARCH POSITIONS UNDER THE ENPE EDUCATION AND RESEARCH GRANT

Background

The Brew-Hammond Energy Center and the Department of Mechanical Engineering of the Kwame Nkrumah University of Science and Technology (KNUST) have been co-hosting an MSc level programme in Renewable Energy Technologies (MSc. RETs) since 2011. The programme has so far graduated over sixty (60) students. In the third year of the MSc RET programme, an assessment was conducted on the teaching and research personnel/facilities in delivering and sustaining the programme, and some key shortfalls were identified:

- i. There was low participation of females, both at the students, teaching staff and management level;
- ii. Existence of some teaching staff without PhDs to teach and supervise the thesis of the master students.
- iii. The inadequate scientific equipment and facilities for education and research.

- iv. The publication output of the students was very low.

Realizing these shortfalls, a proposal was submitted for funding in response to a Call by the Norwegian Agency for Development Cooperation (NORAD) towards capacity development in higher education and research within the fields of energy and petroleum (EnPe 2013-2019). The proposal for KNUST, which was accepted, and is being funded by NORAD, is to Upgrade Education and Research Capacity in Renewable Energy Technologies at KNUST from 2014-2019.

The project is being implemented under the collaborative arrangement among three institutions: the Kwame Nkrumah University of Science and Technology (KNUST) – Ghana, the Norwegian University of Life Sciences (NMBU) and Norwegian University of Science and Technology at Alesund (NTNU-Alesund) – Norway.

As part of project goals, seven (7) PhDs will be trained, and three (3) post-doctoral fellowships will be awarded to upgrade the education and research capacity of KNUST in the area of renewable energy technologies. The seven PhD positions are focused on the following areas: wind technology, solar PV technology, solar thermal technology and bio energy. The three post-doctoral positions are to upgrade capacity in the following areas: Computer Aided Engineering as applied to energy, bio energy and Energy Policy, Gender & Planning.

The following are requirements to be used for recruiting post – doctoral Fellows under the Energy and Petroleum (EnPe) Education and Research Grant.

part at KNUST and the remaining part at NMBU/NTNU-Alesund.

Procedures for Hiring Postdoctoral Fellow Positions

- a. **Education:** The educational requirement for the post-doc position is an earned doctorate degree in engineering or physical sciences or in a field relevant to the research priorities identified under this grant (solar energy, bioenergy and energy and gender).
- b. **Experience:** The Postdoctoral Research Fellow, who must currently be a staff at KNUST, must have not more than five (5) years of post-PhD teaching experience at KNUST, not be more than 40 years, and should have at least one (1) publications in the last three (3) years of his/her professional career.
- c. **Length of Assignment:** The period for the postdoctoral position shall be up to six (6) months in total. Depending on the type of capacity upgrade and research to be conducted under the postdoctoral position, the postdoc fellow can opt to spend the total duration at the university of collaborating partners (NMBU or NTNU-Alesund); or

- d. **Salary/Benefits:** The grant will not pay salary per se to the postdoctoral fellow, however, *the awardee will be given the following:*

i. supplementary stipend (NOK 18000 per month in Norway and equivalent of 30% (per month) of the awardee stipend in Norway when he/she is in Ghana, if applicable);

ii. one return flight ticket support of NOK10 000 to Norway;

iii. laptop valued at NOK12000 (when in Norway), and; Financial support for research activities as related to the post-doctoral research limited to a maximum of NOK15000

- e. **Document Requirements:** The required application documents are as follows:

i. a letter of application clearly indicating duration applying for;

ii. A CV;

iii. up to three pages proposal (The applicant's proposal should reflect at least one journal/manuscript paper);

iv. a sample of relevant publication.

f. Submission of Documents

Application documents should be submitted to:

**The Administrator,
The Energy Center,
KNUST
Kumasi, Ghana**

Electronic copies of application documents should be sent to the following email address: *tec@knust.edu.gh*

- g. Selection** The Director of The Energy Center of KNUST shall chair a selection committee (which shall consist of at least three members with relevant background) to review and rank all applications.

Priority will be given to qualified female applicants.

Based on the recommendation of the selection committee, successful applicants shall be given an official appointment letter and/or invitation letter, which shall be issued by host institution in Norway.

- h. Research Dissemination/Reporting:** The postdoctoral fellow shall be required by the end of the fellowship to have produced at least (1) manuscript for publication in peer reviewed journal. The postdoctoral fellow, at the end of the research, shall also be required to submit a formal report to the Director of The Energy Center, and copy same to the EnPe project management team.

- i. Termination of Appointment:** A typical postdoctoral assignment will end on the scheduled completion date of the postdoctoral research position. However, the postdoctoral position may also be terminated under any of the following conditions:

- a. Termination at the direction of the funding agency.
- b. Termination for violation of law or hosting University's policy.

Application Deadline: 30th March, 2018