ESAMI Global Research and Consulting Post-doctoral Fellowship Programme

Shape Africa's Future Through Research, Policy and Practice

Join one of Africa's leading intergovernmental institutions and work at the intersection of scholarship, policy, executive leadership and continental transformation.

Global Call for Applications

About ESAMI

The Eastern and Southern African Management Institute (ESAMI) is a leading provider of high-quality management training, research, and consultancy services worldwide. As an intergovernmental institution owned by ten member states and a centre of excellence in management development with a footprint in 52 countries in Africa and services offered in New Delhi, UAE, Istanbul, Kuala Lumpur and Singapore, the Institute is redefining the future workforce, repivoting research and re-imagining the consulting profession.

About the Post-doctoral Fellowship Programme

The Global Research and Consulting Post-doctoral Fellowship Programme offers a major paradigm shift compared to a traditional post-doctoral at elite global institutions. The Programme targets post-doctoral fellows with strong conviction to shape Africa's future through research, policy and practice. Hosted by one of the leading intergovernmental institutions in Africa that works at the intersection of scholarship, policy, executive leadership and continental transformation, the ESAMI Global Research and Consulting Post-doctoral Fellowship Programme catapults the fellows to the intersection between cutting-edge theory and real-world execution, transforming African economies through a dynamic blend of high-impact research and strategically curated corporate and government consultancy assignments. The Post-doctoral Fellows focus on macro-level systemic impact, Pan-African policy design, and direct governmental and cross-national interventions at scale. They are assigned to the Directorate of Research and Management Consultancy (DRMC) and work with the ESAMI Global Research and ESAMI Global Consulting teams, conceptualizing, re-imagining and shaping the future of research and consulting. They provide insights on next-practices and receive mentorships from academics and practitioners leading centres of excellence.

About the Directorate of Research and Management Consultancy

The Directorate of Research and Management Consultancy (DRMC) works in two inter-related and lever-shifting strands - ESAMI Global Research (EGR) and ESAMI Global Consulting (EGC). Working at the ecosystem level, we are powered by the passion for research excellence and distinctiveness. Our Global Research focuses on six research thematic areas, bringing together policy makers, researchers, academics and captains of industry. Partnerships with global think tanks, universities, research institutes, governments and development partners inform our ecosystem dynamics-recalibration philosophy. DRMC hosts webinars, public lectures, scientific research and grant writing workshops and the annual calendar signature event - ESAMI Global Research Colloquium. ESAMI Global Consulting solves the most complex challenges Governments, development partners and companies face. EGC provides advisory services based on data, analytics and on-the-ground practical realities. ESAMI Global Consulting experts facilitate Cabinet and Board Retreats, work with C-Suite teams in legacy shaping projects, support management teams to unlock distinctiveness and advise policy-architects for the Good of Tomorrow. We offer the Certified Consultant Programme, the Professional CEO Programme and The Vanguard Board Certification Programme under the ESAMI Global Consulting Academy.

What you will do

As a Post-doctoral Fellow, you will:

- Shape public policy, continental trade, and institutional reforms.
- Work at the research ecosystem level with transnational and intergovernmental network spanning 52 African states.
- Engage with multi-level stakeholders including top government officials, development partners, central bankers and heads of industry.
- Provide technical advice to ministries, public enterprises, development partners and private companies through consulting assignments.
- Co-lead advisory projects for Pan-African corporations, government ministries, regional blocs, and international development agencies.
- Shape the continent's development agenda by participating in research in priority areas, developing policy briefs, publishing in high-impact peer-reviewed journals and providing thought leadership in areas of strategic importance to the African continent.
- Gain elite corporate training and advisory skills, making you highly competitive for top-tier roles in academia, the UN, World Bank, or global consulting firms.
- Be part of the team working in a designated Centre of Excellence, re-imagining the future.
- Work directly with seasoned international consultants and senior research directors.

How you will spend your time

Depending on the main strand that aligns with your core strengths, your time will typically be allocated to cover:

- 40% research and publication
- 30% consultancy assignments
- 20% policy engagement and stakeholder outreach
- 10% institutional service and thought leadership

What you will receive

- Research mentorship from senior scholars, consultants and practitioners
- Opportunities to co-author publications
- Access to ESAMI's research networks
- Field based consultancy skills
- Support in developing research grant and consultancy proposals
- Opportunities to participate in continental research consortia

Who we are looking for

We are seeking exceptional individuals **from around the world** capable of driving research and consultancy assignments in:

- **Trade & Integration** with a focus on AfCFTA implementation, cross-border logistics,

regional value chains and commercialisation of research outputs.

- **Governance, Policy & Public Sector performance** with a focus on research governance, public sector transformation, strategic leadership, and macroeconomic policy execution.
- **Digital Transformation & Artificial Intelligence** with a focus on AI deployment and governance, fintech regulation, and data-driven public governance.
- **Competitive Strategy and Business Innovation** with a focus on competitive drivers and dynamics at firm, sector, national and regional level.
- **Sustainable Development & Climate Action** with a focus on climate change, sustainability, and the transition to green economies.
- **Social impact and inclusive development** with a focus on youth and women employment.

Sectors you will work in:

You will have a domain sector and work with experts drawn from any of the following sectors: Transport and Infrastructure, Energy, Education, Finance, Health, Public Service, Agriculture, Environment, Mining, Oil and Gas, Tourism, ICT and AI. You will be deeply embedded in a given functional area that aligns with your core capability.

Duration for your tenure

You will receive an initial appointment for twelve-months, renewable for two more years subject to performance, funding availability and mutual agreement.

The evidence we require from you

- PhD. (completed within the last 5 years)
- Research grants that you have won
- Publications in peer-reviewed journals
- Strong analytical and writing skills
- Policy and/or practitioner orientation
- Research leadership potential
- International outlook

Proficiency in French or Portuguese is an added advantage.

The benefits you will get

- An exciting work environment
- Monthly fellowship stipend
- Fully furnished accommodation
- Meals while resident at headquarters
- Travel and subsistence while undertaking assignments outside our Corporate Hqs.
- Conference participation support

- Research and publication support

Successful Fellows will leave the programme with experience in policy advisory work, international consulting, research leadership, government engagement, development cooperation operations and executive advisory services.

What to expect beyond the Fellowship

Graduates of the programme will be well positioned for careers within universities, think tanks, regional economic communities, African Union institutions, UN Agencies, bilateral and multi-lateral agencies, global consulting firms and senior government advisory roles.

Application process

Please submit:

- Curriculum Vitae (CV) highlighting your track record in research, publication and any research project/consulting experience.
- A 2-Page pitch outlining your motivation to join the ESAMI Global Consulting and ESAMI Global Research.
- Certified copies of your academic and other testimonials.
- Two academic references.
- Two professional references.

Where and how to send your application:

Applications should be addressed to:
The Director General
ESAMI
P.O. Box 3030
Arusha
TANZANIA
Website: https://www.esami-africa.org

The documents should be submitted electronically to jobs@esami-africa.org

Deadline for application:

Applications will be received before November 25 2026. Successful candidates will be interviewed before end of January 2027 and expected to onboard in mid February 2027.