INDUSTRY PLACEMENT FOR UDSM ACADEMIC AND TECHNICAL STAFF FOR 2024/2025 ACADEMIC YEAR

1. Background

The University of Dar es Salaam (UDSM) is committed to excellence in teaching, research, and public services. A key priority for the University is to enhance the employability of her graduates by strengthening University-Industry linkages. As part of this effort, the University is planning to send selected academic and technical staff for industrial placements to deepen their real-world industry experience and contribute their expertise to relevant companies and organizations. The placement duration is up to two (2) months, between September and November.

For the 2024/2025 academic year, the University aims to support the placement of 11 academic and technical staff from priority disciplines under the HEET Project, including CoICT, CoET, UDBS, CoAF, IMS, SoAF, UDSE, IRA, and Geography. Staff from other disciplines are also encouraged to apply for professional development opportunities; however, it should be noted that they will not be eligible for financial support under the HEET Project.

The Directorate of Public Service (DPS) will work closely with industry partners to coordinate these placements, including the definition of Terms of Reference (ToRs), identification of minimum qualifications, establishment of monitoring mechanisms, and, where possible, negotiation of co-funding arrangements. Additionally, staff members are responsible for identifying and initiating placement opportunities with relevant industries and are required to share such opportunities with the DPS for further coordination and processing.

2. Eligibility
i. Must be a confirmed bonafide employee of the University of Dar es Salaam on duty, with at least three years prior to retirement
ii. Must provide proof of acceptance from the relevant host organization.

Note: Providing Terms of Engagement/Reference or work program from the relevant host industry will be considered as an added advantage.

3. Deliverables

Participants of the staff placement program must commit themselves fully to participate in the given period of this program. After the attachment, a staff is required to deliver to UDSM a brief report highlighting the following:

i. Activities undertaken,

ii. Competencies gained,

iii. Plans for improving Teaching, Research and Public services.

iv. Lessons learned.

4. Qualities of host organization

i. A legally registered and reputable organization, with relevant ongoing projects.
ii. Able to commit their organizational facilities and/or resources for effective implementation of the attachment program.
iii. Willing to provide feedback to the University on industrial attachment programme for the staff involved.
iv. Having or be willing to establish institutional collaboration with the UDSM.

5. Required documents/attachments

i. A written confirmation of a secured position or acceptance letter from the host organization,
ii. Curriculum vitae (CV),
iii. The application letter addressed to DVC-Academic, endorsed by the HoD and Head of Unit (Principal/Dean/Director), stating motivation, goals, expected roles/responsibilities, and learning outcomes during your time in the industry.

6. Application

Eligible applicants are encouraged to apply by **10th August 2025 at 23:59PM** through the following link: **bit.ly/4fcdLah**

7. Need more info?

The Directorate of Public Service (DPS) has organized a two-hour information session on Friday 7th August, 2025 from 09:00AM. The session aims to create awareness, match-making with potential industry, and provide clarifications on the application processes.

Kindly confirm your participation by 6th August, 2025 through the following link: https://forms.edodoso.gov.go.tz/single/SOIjQ4eB

For more information, please contact Directorate of Public services (DPS) through the following email: dps@udsm.ac.tz or **+255 782 580 022.**