




TESIECS

Towards Enhancing Sustainable and Innovative
Environmental Change Solutions

STAFF MOBILITIES



Co-funded by
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TESIECS: Towards Enhancing Sustainable and Innovative Environmental Change Solutions STAFF MOBILITIES

1. Background:

Co-funded by the European Union, TESIECS is an Intra-Africa Mobility consortium made up of University of Johannesburg, University of Western Cape, University of Zimbabwe, University of Botswana, Namibia University of Science and Technology and Vrije Universiteit Amsterdam (Technical Partner) to enhance Intra-Africa Mobilities with a focus on Climate change and Innovative Environmental Solutions.

TESIECS focuses on staff-student exchanges, programme co-creation, collaborative workshops, and training, with the overarching theme of climate change, innovation, development, and environmental impact assessment. It aspires to develop homegrown Support Staff and Academic experts through short-term staff mobility programmes within its partner institutions.

2. Objectives

Enhance academic staff skills and competencies through short learning programmes in research, training, and postgraduate research supervision with a focus on environmental change and social justice: There is abundant evidence that knowledge and experience sharing improves skills and performance among employees in organisations. Providing opportunities for interaction and learning for academic staff away from their home nations and universities promises to develop capabilities in research, teaching, and postgraduate student coaching, particularly in areas of environmental sustainability and adaptation. Given that most staff, particularly early career researchers, lack adequate exposure to and experience in teaching and supervision, the mobility programme aims to provide them with the necessary skills for teaching and researching about environmental change and social justice in order to promote environmentally friendly and green societies, not only in their destination countries, but also in their home countries and universities when they return home. This will increase the competitiveness and attractiveness of Southern African institutions.

Contribute to sustainable and equitable environmental development by building competent professionals capable of influencing socioeconomic development through policies, programmes, and initiatives: The academic mobility project will encourage a skill acquisition and matching programme with knowledge gained from academics and businesses. The capacity building programme, which will be implemented through capacity development, will assist in equipping beneficiaries with the necessary skills in environmentally related specialties, such as digital environment, transparency action, and climate change mitigation and adaptation measures. Environmentally friendly policies, activities, and initiatives are essential together with proper data-generation capabilities, to which the project would expose beneficiaries through capacity building.

3. Approach

1) **Improved staff skills and competencies:** TESIECS will strengthen the skills and capabilities of staff in TESIECS partner institutions on climate change, innovation, and sustainable development. It is believed that with the essential information and skills that staff in the programme would gain, their teaching and research capacity will improve to provide workable answers to environmental concerns. This will be accomplished through short learning



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programmes lasting two weeks to three months in which the exchange of knowledge on innovations will be welcomed and utilised.

2) **High-quality research outputs and local knowledge on climate change adaptation and mitigation:** The opportunity provided by TESIECS is intended to produce beneficial effects on local innovation and learning solutions to address climate change and environmental sustainability concerns in Southern Africa. It is expected that systematic knowledge that is indigenous, culture specific, and relevant to the Southern African environment will provide long-term and welcome answers to environmental challenges. The exchange of such ideas and inventions among faculty members and experts at universities in the Southern African region with similar historical backgrounds and colonisation will be extremely beneficial. As a result, not only will research outputs improve, but so will the intellectual reasoning capacities of students and staff members, beneficiaries, participating institutions, and countries. The strategy will help universities improve their weaknesses in relevant and current research and teaching methods. This aspect of knowledge sharing remains severely deficient in Southern African universities, particularly in the domain of climate change adaptation and mitigation measures, which this initiative seeks to address.

Staff mobility will focus on capacity development and information sharing related to climate change, innovation, development, and social and environmental impact assessment, and will be limited from two weeks to one month.

- Prospective staff will be asked to submit proof of leave of absence for research purposes, as well as a proposal detailing their intended period of mobility, the recipient's institution, and the expected added value of their mobility to the sending and receiving institutions, to maximise participation and contributions from staff members.
- The academic mobility programme to Southern Africa research and development will likely have long-term effects for capacity building on climate change, innovation, and impact assessment.
- Support will also be offered to staff whose mobility visit will improve postgraduate studies at the institution and in the countries of origin and destination.
- Efforts will be made to achieve physical mobility with no or very little virtual mobility to ensure beneficiaries have with adequate opportunities to fully physically interact and employ the programme duration and its associated advantages.
- Support/ Professional staff members will be exposed to climate change through field trips or short visit to research sites to give them field encounters and exposure to research areas and experiences since they are generally involved in organising logistics that are linked to these research activities.

4. Staff Capacity Building Engagements

4.1 Support Staff Capacity Building Activities for administrative/technical staff include:

- Skills transfer engagement
- Workshop

4.2 Capacity building activities for Academic Staff include:

- Workshop – Internationalisation, Global connections, Climate Change and Environmental Justice themes



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All staff activities are focused on facilitating knowledge sharing, innovation, and capacity building, with the goal of improving exchanging best practices within participating institutions while contributing towards climate change and innovative environmental solutions.

5. Eligibility

At the time they apply for a scholarship, candidates must be staff members working for one of the applicants HEIs (beneficiaries) involved in the consortium (including the EU Technical Partner)¹.

Staff members cannot benefit from another EU funded scholarship scheme (e.g., Intra-Africa Academic Mobility Scheme, Erasmus+: Erasmus Mundus Joint Master Degrees) to implement the same activity during their Intra-Africa mobility period.

Staff members will need to commit to spending **2 weeks** at the University of Johannesburg for the staff mobility workshop.

Staff are obligated to reimburse the financial support in case of incomplete or false declaration.

6. Mobilities

The TESIECS Intra-Africa Mobility project is pleased to host a 2 week intensive workshop that is designed to empower early career researchers/ academics and support personnel with tools to navigate the evolving global academic landscape. Hosted in one of our partner institutions, this programme bridges the gap between traditional research and modern institutional leadership. The curriculum focuses on the following transformative pillars:

TESIECS Intra-Africa Mobility Thematic Groups: Staff Mobility Workshop

6.1 Communication, Digital Literacy & Global Connections

- **Universities:** UJ, UB
- **Aligned topics:**
 - Marketing (*UJ*)
 - Digital Literacy (*UJ*)
 - AI Efficiency (*UJ*)
 - Science Communication for Climate Impact (*UB*)
 - From Research to Policy Influence (*UB*)

Purpose: Build modern communication capacity (incl. AI and digital tools) to reach global audiences and influence policy.

6.2 Project & Financial Management (Full Project Lifecycle)

- **Universities:** VU
- **Aligned topics:**
 - Scoping and identifying funding opportunities
 - Grant preparation and negotiation

¹ For more information about TESIECS, visit the TESIECS website: <https://tesiecs.uj.ac.za/>



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- Project proposal writing
- Budgets and financial management
- Monitoring & Evaluation (M&E), Quality Assurance
- Project start-up & hand-overs
- In-project management
- Project reporting & completion

Purpose: End-to-end project cycle management for research and innovation projects.

6.3 Strategic Alliances & Industry/Work-Integrated Learning

- **Universities:** NUST
- **Aligned topics:**
 - How to identify and build relations with industries
 - Principles of placement
 - Monitoring and Evaluation
 - Risk Management
 - Testimonies from students and industry partners

Purpose: Structure and manage partnerships, placements, and risk across academia–industry.

6.4 Strategic Communication & Internationalisation for a Green Africa

- **Universities:** UZ, UWC
- **Aligned topics:**
 - Positioning support staff in climate change & sustainability
 - Research opportunities in climate change & innovative environmental solutions
 - Turning research into community impact projects/programmes

Purpose: Align institutional strategy, internationalisation, and staff roles with climate action and community impact.

6.5 Contemporary Research Methodologies for Climate & Sustainability

- **Universities:** UB
- **Aligned topics:**
 - Transdisciplinary research methods
 - Implementation science
 - Participatory Action Research (PAR)
 - Community-Based Adaptation Research
 - Learning hubs
 - Climate vulnerability assessments
 - Digital & spatial analysis tools



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- Decolonial & justice-oriented methodologies

Purpose: Equip teams with rigorous, inclusive, and locally responsive research methods and tools.

6.6 Bridging Science, Policy & Stakeholder Engagement

- **Universities:** UB, NUST
- **Aligned topics:**
 - Science Communication for Climate Impact
 - Co-production & stakeholder engagement
 - From research to policy influence

Purpose: Translate evidence into policy and societal change via co-creation and strategic engagement.

7. Application and Confirmation Process:

- Complete the online staff mobility application
- Go through a TESIECS selection process
- Successful applicants are informed of the outcome and award of TESIECS Intra-Africa mobility funding

8. Contacts for Mobility:

The primary email that should be used for all communication and enquiries on the TESIECS scholarships, is tesiecs@uj.ac.za. For more details and applications, prospective applicants should visit: <https://tesiecs.uj.ac.za/>

8.1 Contact persons

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