



Overview of PERKA & the guidelines

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This presentation

What is PERKA?

Purpose

Participating programmes

Overview of activities

Key outputs

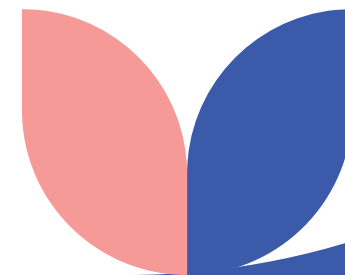
What are the guidelines?

Purpose

Target audience

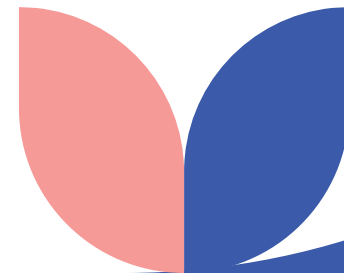
Overview of content

Next steps



What is PERKA?

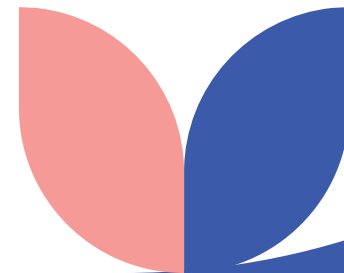
Joint participatory project on support provided to early career researchers in the post-PhD phase (10 programmes) in Africa.



Ten CCNY supported programmes

- Building a New Generation of Academics in Africa (BANGA-Africa) - University of Ghana
- Nurturing Emerging Research Leaders Through Post-Doctoral Training - Makerere University
- Developing Emerging Academic Leaders (DEAL) - University of Cape Town
- Global Change Institute Programme - University of the Witwatersrand
- Clinical Medicine Programme - University of the Witwatersrand
- Future Africa Research Leadership Postdoctoral Fellowship - University of Pretoria

- AESA-RISE - African Academy of Sciences
- Consortium for Advanced Research Training in Africa (CARTA)
- Regional Universities Forum for Capacity Building in Agriculture (RUFORUM)
- African Humanities Program (AHP)



Purpose



Identify, analyse, document, and share the key lessons learned from CCNY's investment in post-PhD support programmes in Africa.

PERKA adopted a collaborative, participatory peer-learning approach to document and investigate partnership models for post-PhD support in Africa.

Activities



Literature review

Published and grey literature
Global North and South



Peer-learning

Two events hosted

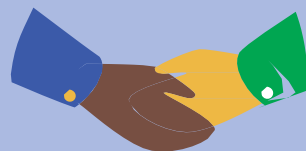
Online in-depth interviews



Engagement with fellows



Development of guidelines



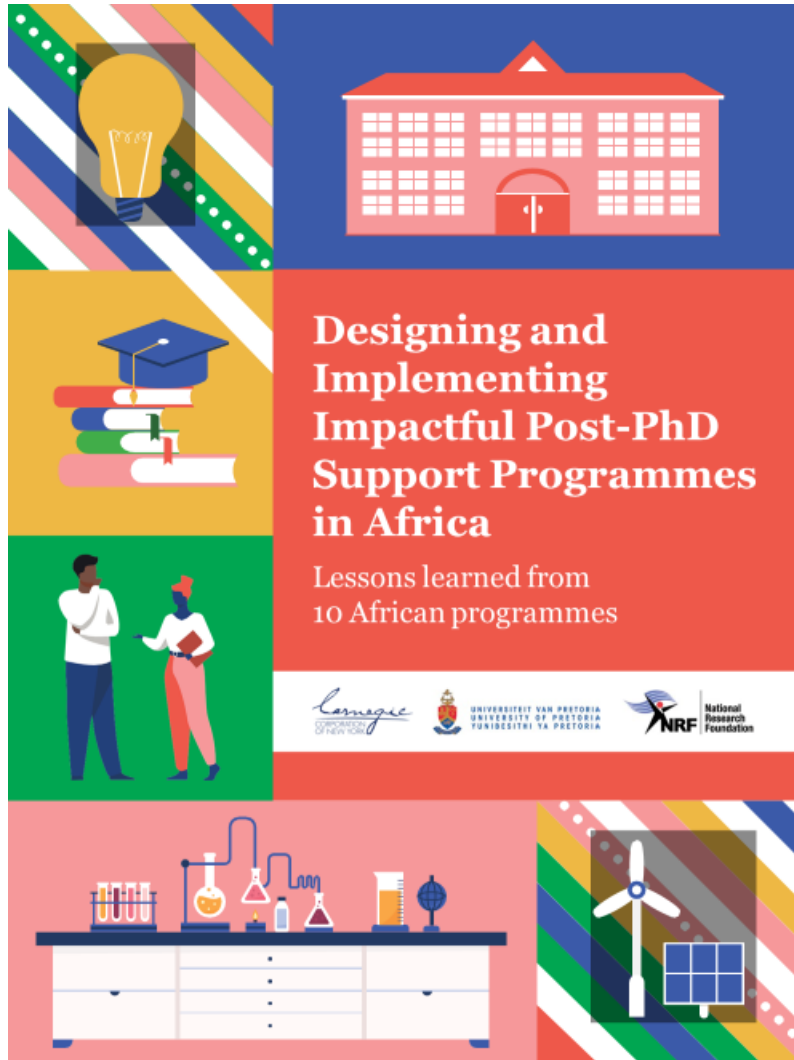
Engagement with ARUA

Online in-depth interviews

Timeline



Key outcome: Contextualized guidelines

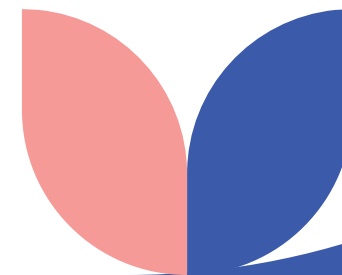


Describe a framework for *designing* impactful post-PhD support programmes in Africa.

Provide guidelines for *implementing* impactful post-PhD support programmes in Africa.

Describe *partnership models* for funding post-PhD support programmes in Africa.

Provide action points and recommendations for *enhancing post-PhD support* across the continent.



It is hoped that these guidelines will enable future African post-PhD support programmes to build on the past and be more intentionally conceptualised.

Guidelines content

1. About PERKA

2. Why focus on post-PhD support?

3. Clarifying definitions and terminology

4. Typologies and models

5. The lifecycle of a programme

6. Designing post-PhD support programmes

7. Implementing programmes

8. Creating enabling environments

9. Funding partnership models

10. Monitoring and evaluation

11. Transitioning to independence

Key principles

Practical, not prescriptive

Offering practical tips and advice that can be implemented and adopted.

Showing a range of models and modalities

Examples and references

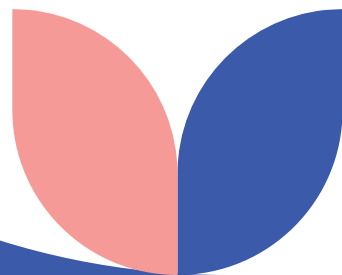
Enabling users of the guidelines to read more, investigate further and dig deeper.

Good practice, context-sensitive

No one-size-fits-all approach. Good practices that have worked for others and can be adapted to context.

Gaps and high-level recommendations

Reflecting on key gaps in policy and practice, proposing possible interventions, and identifying opportunities for greater collaboration.



AESA–Regional Initiative in Science and Education (RISE)

Background	<p>The Alliance for Accelerating Excellence in Science in Africa (AESA) is an agenda-setting and funding platform established by the African Academy of Sciences (AAS) to catalyse investments, strategies, and programmes that promote the brightest minds in Africa, foster scientific excellence, inspire research leadership, and accelerate innovation.</p> <p>The Regional Initiative in Science and Education (RISE) is a component programme of AESA and is a successor to a previous Carnegie-funded master's and PhD support scheme that ended in 2017.</p>
Network	AAS
Aim and objectives	<p>To train postdoctoral researchers to support globally competitive research in African universities and contribute to the creation of knowledge-based economies on the continent.</p> <p>To provide a quality and structured postdoctoral training programme to nurture the next generation of researchers.</p> <p>To promote the production, reproduction, and transition of knowledge.</p>
Fellowship types	No fellowship sub-types.
Length	3 years.
Target group	<p>The fellowship is open to all RISE/Carnegie-funded PhDs.</p> <p>Applicants need to have broad institutional support for protected research times, complementary resources, travel time, leave to work in an affiliated institution for up to 6 months, as well as clear prospects for staff establishment and career progression in their home institutions.</p>
Disciplinary focus	Not a discipline-specific programme.
Country focus	In 2019, AESA-RISE supported seven postdoctoral researchers from Nigeria, Botswana, Malawi, Kenya, Uganda, and Tanzania.
Selection processes	<p>Applicants need to submit a comprehensive research proposal of 2,000 words with a 200-word summary in which they demonstrate a thorough understanding of their research area. Applicants must have obtained a PhD not more than 7 years prior, and preference is given to interdisciplinary research areas that are critical to sustainable development in Africa and complementary to other AESA programmes.</p> <p>Applications undergo expert review, followed by in-person interviews and a final decision by the Steering Committee.</p>

BOX 8



Ideas for structuring independent postdoctoral fellowships

Stakeholders aiming to develop independent postdoctoral fellowships should examine the AHP grants (see page 100), the postdoctoral fellowship category of the UCT-DEAL programme (see page 106), and the Wits Global Change programme (see page 112) in greater depth for ideas on programme design.

BOX 9

Ideas for fellowships for researchers of different employment statuses

Stakeholders aiming to design, implement, or fund programmes for early-career researchers who are already employed should examine BANGA-Africa (see page 102), those holding transitional grants in the UCT-DEAL (see page 106), Wits Clinical Medicine (see page 114), and NERLP (see page 116) in greater depth for ideas related to programme objectives, design, and structure.

Stakeholders aiming to design, implement, or fund programmes for early-career researchers who are not yet employed should examine AESA-RISE (see page 98), AHP (see page 100), CARTA (see page 104), those holding free-standing fellowships in UCT-DEAL (see page 106), Future Africa (see page 108), Wits Global Change (see page 112), and RUFORUM (see page 118) in greater depth for ideas related to programme objectives, design, and structure.

Multiple audiences



Higher Education Institutions

who may have (or intend to establish) their own or externally funded post-PhD support programmes.



Science funders

including science granting councils, ministries responsible for funding science, and other science-funding organisations.



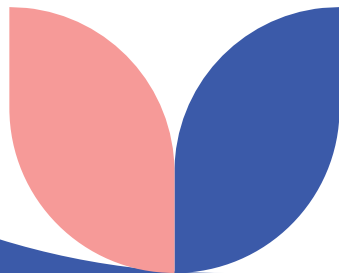
Programme teams

including persons, units, and teams responsible for implementing post-PhD support programmes.

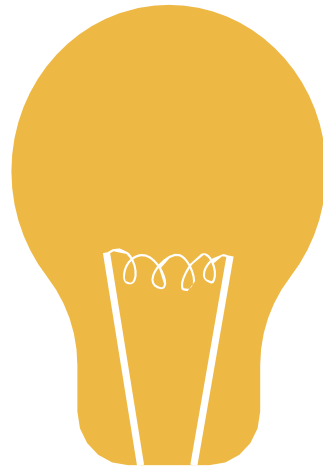


Development partners

including international aid and philanthropy partners interested in funding science and capacity building in Africa.



Our conversation, the first next step



Let's talk!

