

ANNOUNCEMENT AND CALL FOR APPLICATIONS

DIES International Deans' Course

Southeast Asia 2026

The German Academic Exchange Service (DAAD), the German Rectors' Conference (HRK), the Osnabrück University of Applied Sciences and the Centre for Higher Education (CHE) are jointly organising the International Deans' Course for Southeast Asia.

This intensive Training Course is part of the DIES program (Dialogue on Innovative Higher Education Strategies), which is jointly coordinated by the German Academic Exchange Service (DAAD) and the German Rectors' Conference (HRK) and funded by the Federal Ministry for Economic Cooperation and Development (BMZ).

Course Content, Methodology and Schedule

The key objective of the course is to bring together a group of about 30 newly elected deans, vice-deans and heads of departments from universities in the Southeast Asian region and to prepare them for the challenges of holding a dean's position in a changing higher education landscape. Issues such as strategic faculty management, financial management, quality assurance and leadership will be key parts of this course. A soft skills training and exchange with German university leaders about higher education reforms will be included as well.

The course starts in June 2026 with Part I held on-site in Germany which aims to introduce important new concepts and tools in higher education management. The methodology will be strictly practice oriented and the use of case studies offers a forum to reflect on professional experiences of the course attendees. Thus, active participation will be necessary, and the participants are expected to reflect on their respective working environment and to develop a Project Action Plan (PAP) at the end of this first contact phase. These PAPs should address individual reform projects which all participants are asked to implement during various stages of the course. The milestones of the PAPs will be further discussed during the intermediate virtual workshops (Part II). Finally, Part III offers the opportunity to assess the progress of the projects and to discuss lessons learnt among the group. Both, Part II and III include additional sessions on relevant higher education management topics.

Part I: ten days seminar in Osnabrück and Berlin, Germany from June 15th to 26th, 2026

Part II: five to ten days of online seminars in August, September and October 2026 (tbc)

Part III: five days seminar in Malaysia from November 23rd to 27th, 2026

Partners' Profile

The Osnabrück University of Applied Sciences is the academic coordinator of the course. The Osnabrück UAS offers an innovative MBA Program in Higher Education Management for professionals at German universities and science organizations and, therefore, has an in-depth experience in the field of professional training at high academic levels.

The non-profit CHE (Centre for Higher Education) is an independent and implementation orientated think tank with an international perspective. It is a German key provider of expertise on higher education policy and management and has organized a significant number of important national workshops and trainings on faculty management and leadership in higher education.

The German Rectors' Conference (HRK) is the association of state and state-recognized universities in Germany. The HRK functions as the voice of the universities in dialogue with politicians and the public and as the central forum for opinion forming in the higher education sector. The German Rectors' Conference represents the interest of German universities at an international level and supports German universities in their internationalization process.

The German Academic Exchange Service (DAAD) is an association of German institutions of higher education and their student bodies. The DAAD supports the internationalization of German universities, promotes German studies and the German language abroad, assists developing countries in establishing effective universities and advises decision makers on matters of cultural, education and development policy.

The team includes also three high ranking Southeast Asian higher education experts from the Multimedia University Malaysia, the Philippine Normal University and the Petra Christian University, Indonesia, who have been important partners in this project already since many years. The regional experts will also act as contact partners and mentors for the participants in between the presence phases of the course to support the implementation of the individual reform projects.

Participants' Profile

- Up to 30 participants will be selected.
- Participants should be deans (preferably newly elected; for max. 2 years in the position of a dean), vice-deans, aiming at taking over a dean's position in the future or heads of department. In case that applicants come from specialized, decentralized universities (e.g., University of Natural Sciences, Regional Colleges) applications from newly appointed Vice-Presidents/Vice-Rectors are also highly welcomed. Preferably participants should be between 40 and 50 years old (+/- 2 years is acceptable).
- Eligible countries are **Cambodia, Indonesia, Laos, Malaysia, Philippines, Thailand and Vietnam**.

- Fluency in English is required and mandatory to be admitted to the course. In case of applicants from non-anglophone countries, proof of excellent English language proficiency (e.g., TOEFL; Cambridge Certificate) will be an asset. In individual cases online interviews will be organized with short-listed candidates to guarantee the requested proficiency.
- A gender balance and a good national mix is aimed at, given that qualifications and other criteria are fulfilled.

Fundings

The costs for the international flight (from home country to host country), local transportation costs within the host country as well as accommodation and some joint meals during the course will be covered by the DAAD through funds of the German Federal Ministry for Economic Cooperation and Development (BMZ). For Part I, taking place in Germany, DAAD will contract an emergency health insurance. The participants' home universities are expected to contribute to the costs by paying a fee of 600 Euro (about 5 % of the overall individual costs) for the completion of the three parts of the course. Additionally, the participant or the participants' home institution must be able to cover local transportation in their home countries, visa costs, and potential additional per diems for the duration of the onsite training.

Application and Selection Procedure

The application includes:

- online registration via <https://www.hs-osnabrueck.de/en/international-deans-course/application>
- a copy of your passport/ID-Card
- Curriculum Vitae
- [letter of motivation \(incl. draft of the PAP\)](#)
- organisational chart of the institution showing the section where the candidates are working in
- letter of recommendation and confirmation of financial support from the university leadership
- one additional letter of recommendation, e.g., from a DAAD alumnus or alumna will be appreciated.



The complete set of application documents is to be submitted until **November 30th, 2025**.

All applications will be thoroughly reviewed by members of the Selection Committee which is composed of university professors and international experts in the field of higher education management.



Relevant aspects for a successful application are the current position within the university, managerial experience, a convincing motivation letter and the level of the institutional support indicated by the recommendations from the university leadership. All applicants will be informed on the results of the selection process in February 2026.

As all parts of the International Deans' Course are interconnected, prior to the acceptance to the course participants need to confirm that they are willing and able to take part in all three parts.

Further information on the DAAD DIES Program and the DIES International Deans' Course can be found at www.daad.de/dies/en. A brochure with details on the International Deans' Course, i.e., the rationale, its aims, contents and the partners' profiles can be downloaded from the project website.

Contact details

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