AFRICA CENTRE OF EXCELLENCE FOR NEGLECTED TROPICAL DISEASES AD FORENSIC BIOTECHNOLOGY (ACENTDFB), AHMADU BELLO UNIVERSITY, ZARIA

STAFF DEVELOPMENT

The Centre, ACENTDFB since its inception has made staff development as an important aspect of career development of all the associated faculty members and over the years, several faculty and administrative staff have benefited from trainings within and outside Nigeria supported by the ACENTDFB in form of workshops and conference attendances. The majority of these trainings are targeted at the younger faculty members for the purpose of mentoring.

Currently, the ACENTDFB's organogram avails staff opportunities to obtain appropriate training they require to satisfactorily undertake their duties. Accordingly, faculty members of the Centre have had a fair share of the training opportunities largely aimed at improving teaching delivery, research grant proposal design and writing, curriculum development and knowledge/skill acquisition on advanced laboratory techniques. The Centre has ensured and will continue to ensure that non-faculty members also participate in training opportunities directed at enhancing their capacity for laboratory, administrative, accounting, auditing, procurement, publicity, communication and information technology responsibilities.

The numerous faculty members possess different qualifications and are spread between disciplines, departments and locations. That has made it necessary for the Centre to evolve an elaborate and phased training activities for the faculty members to acquire skills relevant and useful for their respective responsibilities to the Centre in research, administration, students teaching and mentoring. Funds to maximally achieve these are allocated and rationally used to achieve the stated goals. This modality is reflected for all faculty members within and outside the ACENTDFB headquarters, host institution, Nigeria and partner institutions. The Centre encourages faculty members to use attracted grants to further their career development and opportunities that may arise from the numerous respective academic and partner institutions. The Centre will continue to strengthen these strategies with funds from international development partners, commercial outfits and NGOs. Our strategies shall include organization of training/capacity building workshops, reporting of multi-partner research activities, partnership website activities, joint annual meetings and publications largely funded by stakeholders.

The Institution attaches great importance to career development, acquisition of higher qualifications and capacity resulting in promotion and appointments to key positions. Faculty members are usually attracted by these incentives and readily pursue them. The major incentives for faculty members from the ACENTDFB include enhanced

professional networking, multidisciplinary research, recognition, patents and mentoring.

ACENTDFB plans to, with time, establish postdoctoral positions, where the fellows will enjoy attractive stipends, conference attendance and faculty exchange. The postdoctoral fellows will also be encouraged to give adequate guidance to postgraduate students in their research for timely graduation and publication in high impact journals; with an appreciable reward to the fellow. Postdoctoral fellows affiliated to the ACENTDFB shall be supported by the Centre or as the Institution directs. The fellows, mentored by relevant senior faculty members, shall work on specific areas within the mandate of the Centre and, in the process, transfer knowledge to students and staff, and participate in hands-on training workshop. Fellows can attract extra benefits to themselves as may be available from activities in collaborating partner institutions, stakeholder domains or other appropriate sources.

Given the important roles support staff give to the Centre, training within and outside the Centre shall be sourced to ensure this cadre of officers, respectively, attain the required capacity to execute their responsibilities in their financial, procurement, administrative, communication, information exchange, publicity and auditing disciplines. The ACENTDFB shall unfailingly continue to patronize AAU and WB organized workshops, trainings and seminars to build capacity of its support staff.

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