



**THE UNIVERSITY OF ZAMBIA  
SCHOOL OF EDUCATION  
DEPARTMENT OF EDUCATIONAL PSYCHOLOGY, SOCIOLOGY AND SPECIAL EDUCATION**

**CALL FOR APPLICATIONS FOR POST-DOCTORAL; PhD; AND MASTERS FELLOWSHIPS IN  
SPECIAL EDUCATION**

The University of Zambia is pleased to invite applications from suitably qualified candidates for the following positions: Post-Doctoral; Doctoral positions; and Masters in Special Education to be offered by the Department of Educational Psychology, Sociology and Special Education in collaboration with the Department of Psychiatry, School of Medicine. The Fellowships are being sponsored by the DELTA II ALMA Project. The goal of the project is to advance research aimed at maximising opportunities for early identification and intervention for children with neuro-developmental disorders.

**Background**

Neurodevelopmental disorders encompass a broad range of conditions including autism spectrum disorders (ASD), attention deficit hyperactivity disorders (ADHD), Dyslexia, and Dyscalculia. These disorders negatively impact on overall child development and learning outcomes. The understanding of the genetic, environmental, and neurological factors that contribute to neurodevelopmental disorders has advanced significantly over the years. Despite this recognition, identification of children with neuro-developmental disorders has not received adequate attention in the Zambian context. This is largely attributed to lack of culturally responsive screening and assessment tools. Advancing research in this field is crucial for early identification, intervention, and addressing long term implications.

**Scope of work**

The project is offering two Doctoral positions and one Post-Doctoral Position. The aim of the project is to develop comprehensive assessment tools for two neuro-developmental disorders: Autism Spectrum Disorder (ASD) and Dyslexia. Development of culturally responsive assessment tools is catalytic to early identification and identification. The scope of work for the Fellowship is outlined below:

**PhD Position 1: Development of assessment tool for Autism Spectrum Disorders (ASD) (1 Position)**

Under this position, the PhD student will adapt, pilot, and validate the Autism Diagnostic Observation Schedule, Second Edition (ADOS-2) to the Zambian context. This is a standardized assessment tool which is considered one of the gold standards for the clinical assessment of Autism Spectrum Disorders.

**PhD Position 2: Development of an assessment tool for Dyslexia (1 Position)**

Under this position, the PhD student will develop, pilot, and validate an assessment tool for identification of children with Dyslexia.

## **Academic Qualifications, Experience, and Skills**

1. Zambian Citizen
2. Should not be more than 40 years old
3. Grade 12 School Certificate
4. Bachelor's degree in Special Education, Early Childhood Education, and Educational Psychology from a recognised Institution
5. Master's degree in Special Education, Early Childhood Education, and Educational Psychology from a recognised Institution
6. Previous research experience in developmental disorders, Education, or any social science
7. Teaching Experience in Special Education, Educational Psychology, and Early Childhood Education at Undergraduate level
8. Experience in development of assessment tools is an added advantage
9. Experience with Statistical analysis of data sets using SPSS or Stata
10. Letter of recommendation from an academic Institution and from the employer (where applicable)
11. A well written statement of purpose clearly stating the motivation for pursuing the PhD programme.
12. A well written Curriculum vitae highlighting academic and professional accomplishments as well as experience in research.

### **Duration on the PhD Fellowship**

This is a three year (3 years) fully funded fellowship. The successful candidates must commit to be full-time on the programme and would be required to provide proof of leave of absence from the employer at the commencement of the programme.

### **Post-Doctoral Fellowship (1 Position)**

Under this position, the Postdoctoral Researcher will support and mentor PhD students in the validation of assessment tools for Autism Spectrum Disorders and Dyslexia.

## **Academic Qualifications, Experience, and Skills**

Prospective candidates should fulfil the following criteria:

1. Zambian citizen
2. Ph.D. in Special Education, Educational Psychology, Early Childhood Development, or a related field.
3. Strong research skills, including experience with data collection and statistical analysis.
4. Knowledge of child development and assessment tools.
5. Excellent written and verbal communication skills.
6. Ability to work both independently and collaboratively within a team.
7. Strong organizational skills
8. Previous experience in child assessment tool validation is an added advantage.

### **Duration on the Post-Doctoral Fellowship**

This is a two-year (2 years) fellowship. The successful candidates must commit to be full-time on the programme and would be required to provide proof of leave of absence from the employer at the commencement of the programme.

### **Masters Fellowships ( 4 Positions)**

Under this position, four fully funded Master Fellowships will be offered. The candidates will support the broader project activities aimed at determining the prevalence of Autism Spectrum Disorder (ASD) and Dyslexia. The scope of work will further involve conducting extensive systematic reviews on available literature including data from epidemiological studies in Zambia, evaluate long-term psychosocial indicators of dyslexia among grade 3 learners, and implement interventions to support learning. Detailed on scope of work for each of the four positions will be provided once candidates are selected.

### **Academic Qualifications, Experience, and Skills**

Prospective candidates should fulfil the following criteria:

1. Zambian citizen
2. Should not be more than 35 years old
3. Grade 12 School Certificate
4. Bachelor's degree in Special Education, Early Childhood Education and/or Educational Psychology from a recognised Institution
5. Previous research experience in developmental disorders, Education, or any social science
6. Experience in development of assessment tools is an added advantage
7. Experience with Statistical analysis of data sets using SPSS or Stata is an added advantage
8. Letter of recommendation from an academic Institution and from the employer (where applicable)
9. A well written statement of purpose clearly stating the motivation for pursuing the Masters programme.
10. A well written Curriculum vitae highlighting academic and professional accomplishments as well as experience in research.

### **Duration on the Masters Fellowship**

This is a two year (2 years) fully funded fellowship. The successful candidates must commit to be full-time on the programme and would be required to provide proof of leave of absence from the employer at the commencement of the programme.

### **Application Procedure**

Applications should be addressed to:

Head of Department  
Department of Educational Psychology, Sociology and Special Education  
School of Education  
University of Zambia  
P.O Box 32379  
Lusaka  
Zambia

Email Address: [dean-edu@unza.zm](mailto:dean-edu@unza.zm)

**Closing date:** 17<sup>th</sup> November, 2023. Please note that only applicants who meet the minimum requirements will be shortlisted for interviews.

