
SHORTLISTING REPORT FOR PHD POSITION (3RD CALL) WITHIN THE UNIVERSITY OF RWANDA-SWEDEN RESEARCH TRAINING PARTNERSHIP PROGRAMME: SUSTAINABLE MANAGEMENT RESEARCH (SMR) SUBPROGRAM TENABLE IN THE SCHOOL OF BUSINESS, COLLEGE OF BUSINESS & ECONOMICS AT THE UNIVERSITY OF RWANDA

Background:

The School of Business (SoB) of the College of Business and Economics (CBE), University of Rwanda (UR) in partnership with Jönköping International Business School (JIBS), Umeå School of Business, Economics, and Statistics (USBES) and Karlstad Business School (KBS) under the support of UR-Sweden program (Sustainable Management Research subprogram) is implementing activities aimed at improving the quality and relevance in management education and research. This will in turn contribute to the development of competent staff, and improved use of research for the transformation of the society. PhD education in management is one of activities that will lead to goal.

Under the 4th Phase of the UR-Sweden program (2019-2024), the SMR sub-program will recruit and train one PhD student adding to the five students already recruited during the first call bringing the total number to six PhDs in management tenable in the School of Business, CBE with joint supervision by professors at the collaborating universities and UR-CBE-SoB staff. The duration of the PhD program is four years starting in November 2021 and ends in November 2025. The PhD program consists of course work, research proposal development, field work, paper writing and publications, thesis preparation, submission, and defense. The courses shall be taught jointly by the UR-CBE/SoB and its collaborating Swedish Institutions as well as by partner universities from Eastern Africa. The students' research shall be supervised jointly by the professors at the collaborating universities and UR-CBE-SoB staff.

With this background, a call for recruitment of one PhD in management (3rd round) was advertised on the University of Rwanda website on the 21st of December 2021. The deadline for the call was on the 11th of January 2022 to select the 6th candidate eligible for scholarship for PhD in management.

Members of the shortlisting committee:

1. . Dr Samuel Mutarindwa, CBE-UR (Co-chair and Secretary)
2. Prof Olof Brunninge, JIBS, Jönköping University (Co-Chair)

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3. Dr Jonas Barayandema, CBE-UR
 4. Dr Shema Jean Bosco, CBE-UR
 5. Dr Isaie Kadhafi, CBE-UR

Meeting agenda

Prior to the meeting, the SMR leader together with the UR-CPGS, cross-checked the applicants received on 12th of January 2022. After this exercise, online communications between the team leaders (JIBS and SMR), and the School of Business faculty that served as panelists during the preselection meeting regarding the applications received were done. The meeting for shortlisting candidates eligible for the interviews for the six PhD positions in management was held on the 20th of January 2022 at Gikondo campus.

Summary on applications received

A total of four applicants were received. 2 applicants are UR staff (College of Business and Economics) and 2 are from outside UR. There are 3 male and 1 female applicant.

Screening of candidates meeting general eligibility criteria

Out of the four applications received, two candidates are eligible for interviews. The other two candidates are not selected for interviews for various reasons. The common reason is that they are not from the University of Rwanda and have not provided confirmation from CBE-UR that UR is ready to recruit them once they are admitted on scholarship. In addition, one of the candidates (not eligible for interviews) has higher levels of plagiarism in his proposal (50%) and the other candidate has a very weak proposal with a shallow understanding of the research methods. Table 1 shows the results of the preselection meeting.



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Candidate	Family name	First name	e-mail	Meets the general eligibility criteria (yes/no) ¹	Application complete (yes/no) ¹	Specific essential criteria ²			Specific desirable criteria ²				Ranking	Assessment (short comments)
						Education (level and topic):	Language skills: E.g., Very good knowledge of the English language, both in speech and in writing	Other essential qualifications: Any that are absolutely needed for the specific PhD position (not related to the general eligibility)	Degree, or by complementary education, has a specialization	Publications (other than master thesis etc): E.g., peer-review scientific papers, technical reports, conference proceedings, ...	Relevant work experience: E.g., experience from experimental research, or similar technical work with small-scale biomass combustion applications	Specific skills (technical, methods, programs, tools, etc): E.g. Experience of working with analytical methods such as SEM-EDS and XRD		
1	Nsanzimana	Albert	nsanzibagio@yahoo.fr ; nsanzalberto@gmail.com	No	No	Msc Agricultural Economics	good	-	-	No publications	No teaching experience	Quantitative methods skills		Not shortlisted
2	Shyaka	Gilbert	gshyaka2015@gmail.com	Yes	Yes	MBA (Finance and Banking)	Good	-	-	No publications	Some teaching experience	IT skills		Shortlisted
3	Iyakeremye	Sabine	sabinesisi99@gmail.com	Yes	Yes	MBA	Good	-	-	No publications	No teaching experience	Computer skills		Shortlisted
4	Rwakayigamba	Patrick	rwakapatrik@gmail.com	No	No	MBA (Finance)	Good	-	-	No publications	No teaching experience	IT skills Skills in entrepreneurship development		Not shortlisted


	Shortlisted
	Not shortlisted

Signature:



Dr Samuel Mutarindwa,

Secretary of the Selection Team

 Does not meet the criterion at all