



AFRICAN ACADEMY OF SCIENCES

STRATEGIC PLAN
2018 - 2022

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1.0 The changing African scientific landscape

In the last few decades the scientific landscape on the African continent has greatly advanced. There has been an increase in the number of institutions conducting a diverse array of the much-needed scientific research. This coupled with increased talent and growth in African scientific expertise has resulted in excellent local innovations that meet the continent's needs and advance development. The African Academy of Sciences (AAS) and partners have been at the epicenter of this growth transforming lives in Africa through Science, Technology and Innovation (STI).

AAS has developed good partnerships and linkage with its Fellows, grantees, funders, the African Union Commission, NEPAD and African governments positioning itself to take the science-led development torch further afield.

2.0 Africa's science-led development, the AAS Strategic Plan 2018 - 2022

The AAS has tripartite mandate to recognise excellence through its highly prestigious fellowship and award schemes, provide advisory and think tank functions for shaping the continent's strategies and policies, and implement key STI programmes aimed at addressing Africa's developmental challenges.

The AAS recognizes the need to continue advancing the science-led development agenda and aspires to emerge as a scientific leader in integrating science and development particularly to achieve the Sustainable Development Goals (SDGs), and setting the roadmap for the impact of science in Africa and beyond.

To achieve this, the academy recognizes the need to have diverse, vibrant and motivated people working in enabling learning environments and maximizing on technology such as an eco-friendly campus that has cloud based systems. It is expected that AAS Fellows and grantees will be at the frontline in raising the AAS's profile on the continent, including having the grantees emerging as the most influential scientists in Africa. In addition, African governments, philanthropists, the private sector and other strategic partners would be actively involved in funding and activities that will enable AAS to achieve the ambitious strategic agenda with and on behalf of the Academy Fellowship.

The 2018-2022 Strategic Plan is a roadmap of how AAS will arrive at her desired goal of being the continent's scientific leader that transforms lives through STI. The new strategy will renew AAS' agenda, sharpen how it works in partnership with various stakeholders, and empower people to transform lives through science. All AAS activities will be underpinned by its commitment to operational excellence in governance, human resources, financial and business management.

2.1 Vision, Mission, Values, & Intent

Vision

Transformed lives through science

Mission

Leverage resources through research excellence and thought leadership for sustainable development

Values

- **Integrity** by cultivating respect, transparency and accountability
- **Diversity** through inclusivity & Pan African focus
- **Excellence** through recognition of excellence and support of innovative ideas for impact
- **Empathy** because we value people

Intent

Our strategic intent, **#SET@AAS**, is centered on Sustainability, Empathy and being one Team.

Sustainability. We aim to sustain our relations with our partners, sustain our institution/ programs through sound fundraising and sustain our energy levels for the work we do

Empathy. We value people (our colleagues, our partners, the African governments, our stakeholders at all levels of engagement including people in the villages), impacted by our work

Teamwork. This is about being one team. Working-as-one-team means we cannot afford to operate in isolation if we want AAS to succeed.

2.2 AAS Strategic Themes, Goals & Objectives

Our vision and mission are supported by three main strategic themes. The themes enable us to translate the vision, mission and values into key result areas we will focus on, and goals that outline what we will be working towards. The goals are ambitious, dynamic, inspiring, and aim to deliver the desired impact.

STRATEGIC THEME: EXCELLENCE

Goal: Support the best people, places and programmes to undertake relevant research

Objectives:

- Support the best people to do the best science
- Initiate relevant programmes that address developmental gaps
- Strengthen African institutions to become excellent and adaptable to needs
- Translate science into products, policies and practices.

STRATEGIC THEME: OUR PEOPLE

Goal: Provide an enabling environment for learning and growth

Objectives:

- Ensure structured growth and learning culture to attract and retain the best talent
- Foster better communication
- Develop a functional campus that facilitates an enabling work environment

STRATEGIC THEME: PARTNERSHIPS

Goal: Nurture strategic partnerships

Objectives:

- Increase and diversify the number of partners
- Strengthen engagement with stakeholders
- Enhance our visibility