



## Call for Applications – HEPI Mentoring Programme (2026–2027)

18 December 2025

Dear Colleagues,

The EU-funded Health Economics for Policy Impact (HEPI) project invites applications to its two-year mentoring programme for 14 early- to mid-career professionals. The programme targets health economists and closely related professionals in sub-Saharan Africa who work at the interface of research, education, policy, and practice, and who are positioned to contribute to a growing regional network of applied health economics expertise.

### Purpose of the HEPI Mentoring Programme

The overarching objective of the HEPI Mentoring Programme is to strengthen sustainable structures for collaboration across institutions and sectors, with the aim of improving evidence-informed health policy and decision-making. The programme supports individuals who are positioned to influence institutional agendas and policy processes, and who can act as effective bridges between research, public administration, and implementation settings.

The programme therefore focuses on strategic career development and cross-cutting leadership competencies that are essential for working across organisational and sectoral boundaries. Through a structured combination of presence-seminars and individual mentoring the programme focuses on strengthening participants' ability to:

- communicate effectively across disciplines and institutional contexts;
- lead and coordinate teams and projects across organisational structures;
- translate research and policy ideas into fundable, implementable initiatives across sectors;
- engage strategically with decision-makers, funders, and partners.

In parallel, a substantial and integral element of the programme is individualised mentoring for career planning and development, supported through tailored one-to-one mentoring relationships with senior health economists. This component is designed to help participants reflect on their long-term career trajectories, institutional roles, and leadership ambitions, and to navigate these strategically over time.

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## **Programme structure**

The mentoring programme runs over two years and follows a blended model that combines regular individual mentoring with four three-day, in-person seminars, complemented by digital follow-up activities. The seminar series provides a shared learning environment focused on proposal development, communication for policy influence, project management, and strategic leadership. These seminars adopt an applied and interactive approach, emphasising practical engagement, peer learning, and reflection. They are designed to support participants in developing skills that can be directly applied within their institutional and policy contexts.

The individual mentoring component runs in parallel and ensures that the themes addressed in the seminars are continuously contextualised to each participant's career stage, institutional setting, and professional goals. Through a personalised career development plan and regular mentor–mentee interactions, participants are supported in translating collective learning into tailored strategies for leadership development, institutional influence, and long-term career progression.

All mentors are senior professionals based in Africa and are recruited from the consortium of HEPI partner organizations from East, Southern, and West Africa. They bring extensive experience from both policy and academic environments and provide sustained guidance, institutional insight, and strategic support throughout the programme period.

## **Communities of Practice (COPs)**

The HEPI Project and its mentoring programme are anchored in existing Communities of Practice (COP) at regional and national levels that play a central role in connecting health economists across research, policy, and practice. HEPI actively supports the expansion of the COP currently facilitated by ECSA-HC for the Eastern and Southern Africa to a new COP in West Africa, as a means of institutionalizing cross-sectoral interaction and learning, and mentees are encouraged to develop or strengthen these structures.

## **Who should apply?**

The programme is open to professionals who work mainly on health economics in research and higher education institutions, government agencies, regional organisations, or related bodies. They need to have multiple years of professional experience at the interface of health economics and policy making. They need to be strategically positioned in their organisation to contribute to evidence-informed health policy and institutional development over the next decade or longer.

Travelling to and participating into the four 3-day seminars is a requirement, as is the completion of the mentoring schedule. No per diems will be provided for mentoring activities or seminar participation; however, all direct travel and accommodation costs related to participation will be covered by the project.

We strongly encourage organisations participating in the regular, international COPs, organised by ECSA-HC to nominate and support candidates for the HEPI Mentoring Programme. Applications are particularly encouraged from staff affiliated with academic associate partners of the HEPI project, including Addis Ababa University, Kamuzu University of Health Sciences, Makerere School of Public Health, Muhimbili University of Health and Allied Sciences, Université Cheikh Anta Diop, and the University of Ghana, among others.

The programme aims to support the next generation of leading health economists and related professionals by strengthening their capacity to take on strategic roles in research, policy, and implementation. Mentees will be selected with the explicit intention of building a connected, cross-regional network of health economists spanning the EAC region, WAHO member countries, and beyond. This network-based approach is designed to facilitate sustained technical exchange, peer learning, and the sharing of best practices across institutions and countries, well beyond the duration of the mentoring programme.

The recruitment is merit-based, and we strongly encourage women to apply. HEPI is committed to recruiting a balanced cohort of mentees and contributing to a future professional field free from structural barriers.

### **Application requirements**

Applications should be submitted by **10th January** to [melf-jakob.kuhl@uib.no](mailto:melf-jakob.kuhl@uib.no) and must include:

1. A CV;
2. A motivation letter outlining the applicant's background, current role, and relevance to the HEPI objectives, as well as a statement committing to participate in all programme activities (four in person seminars and 8-10 mentoring sessions over two years);
3. An overview of activities relevant to the HEPI objectives undertaken over the past five years;
4. A letter of support from the applicant's current employer, confirming institutional backing and availability to participate in all the activities of the programme; and
5. Contact details for two referees, including a brief description of their professional relationship to the candidate.

### **Selection process and timeline**

Final selection will be made by a panel of health economists and senior professionals drawn from HEPI partner institutions. Selection will be based on merit, strategic positioning, institutional relevance and support, and the overall balance of the cohort. Uptake is conditional of both mentee and employer signing the contract.

The first seminar and programme kick-off will take place in Bergen, Norway, in the weeks starting 23 March 2026. Mentor-mentee matching and individual mentoring will commence following this meeting. Further in-person seminars will take place in late 2026 and twice during 2027.

We look forward to receiving applications and to building a strong, diverse cohort of professionals committed to strengthening cross-sectoral leadership and evidence-informed policymaking. If you have questions, please also contact my colleague Melf-Jakob Kühl: [melf-jakob.kuhl@uib.no](mailto:melf-jakob.kuhl@uib.no).

With Best Regards,



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