



Yale Young African Scholars

Employment Prospectus
2026

Instructional Staff
Residential and Online Programming





Program Overview

Yale Young African Scholars (YYAS) is an intensive academic and enrichment program designed for African secondary school students who plan to pursue tertiary education and wish to make meaningful impact as young leaders on the continent.

YYAS is hiring instructional staff to teach, mentor, and supervise participants both in and out of the classroom during its 2026 program either online or in-residence. YYAS is looking for driven individuals who have a passion for teaching, mentoring, and inspiring talented African high school students and are willing to work collaboratively to create a successful and memorable program. Instructional staff are expected to take on a wide array of responsibilities to help facilitate the program, including both academic and residential life duties and willing to work collaboratively to create a successful and memorable program.

2026 Locations

YYAS will be held in two formats (dates subject to change):

YYAS Online College Prep Workshop: 16 - 21 July 2026

YYAS Residential Leadership Summit in Kenya: 8 - 16 August 2026

In addition to being available during the program days, instructors should also note they should be available for travel days for the residential program. Instructors are also expected to be available throughout the Spring 2026 semester for training and orientation meetings.





Eligibility

All current undergraduate and graduate students at Yale (including those graduating in May 2026) will be considered for the YYAS Instructional Staff position. We also encourage prospective instructors who are students from other institutions. We especially encourage individuals who have participated in or taught any previous sessions of YYGS and/or YYAS to apply for this position.

For More Information

Visit: africanscholars.yale.edu

Contact: african.scholars@yale.edu

Why Be a YYAS Instructor?

YYAS provides a unique opportunity for instructional staff to develop their own curriculum, gain valuable classroom experience with diverse students from around the African continent, and mentor students in a variety of different contexts. Major YYAS programming elements are listed below (*with exception to the talent show, the online and residential programs offer similar program elements for students*):

- **Lectures and Panel Discussions.** In previous years, lectures and panel discussions have taken place with Yale faculty members as well as local scholars and practitioners. Lectures are intended to expose students to a wide array of new ideas and perspectives and exciting new research, as well as to challenge them with first-year university level material. Past topics have included public health, financial markets in Africa, African languages in a globalizing world, and ethics and civic engagement. Instructional staff are required to attend the lectures as members of the community, and instructors have moderated panel discussions. In recent years, panel discussions have been focused on career exploration and social impact. These panels have exposed students to deeper reflection on their potential careers and opportunities for making impact in their communities.
- **Seminars.** Seminars are interdisciplinary ~90-minute standalone classes (typically 12-14 students each) that are designed and taught by instructional staff to help students develop critical thinking skills by exploring a variety of relevant topics. Instructional staff propose seminars based on topics of their choice, and leadership staff select and schedule the seminars that will be taught in YYAS. Students give their preferences on a wide range of seminars available each day and will be assigned to seminars accordingly. To promote thoughtful discussion, seminars will have pre-assigned readings/tasks that are made available to YYAS participants prior to their arrival to the program.
- **Workshops.** Over the course of the program, all instructional staff supervise and mentor approximately 12-14 students on various components of applying to university and having initial discussions on students' social impact project ideas. Workshop groups also provide a unique opportunity for students to meet and bond with a small group. Workshop groups engage in icebreakers, daily reflections, and

otherwise serve as safe and supportive environments for students to share more about themselves and learn more about each other.

- **Talent Show and Culture Night.** At the end of the residential session, YYAS plans to host a talent show featuring student participants as well as a celebratory culture night. This is an excellent way for students to showcase their talents and cultural heritage.

As a part of YYAS, instructional staff not only gain valuable experience in teaching, but they also develop strong transferrable skills in teamwork, organization, and management.



Program Responsibilities

YYAS is a busy one-week experience (6 days part time online, 9 days full time in person), and requires a full-time commitment. Candidates who are interested in both teaching and mentoring students in the classroom, as well as taking on a role similar to a camp counselor, are strongly encouraged to apply. We strive to create an inclusive community based on collaboration and teamwork.

All staff members are the face of YYAS and as such are held to the highest standards of responsibility and integrity. YYAS instructional staff are expected to be an active presence in each location (online or in-person) and should react to any emergent situations to ensure student comfort and security. Given the nature of our program, other responsibilities may arise periodically and will be delegated as necessary. Instructional staff responsibilities include, but are not limited to:

Curriculum Development

All instructional staff are responsible for developing unique seminars, which will be taught as part of the program online or in Nairobi, Kenya. Beginning in the spring, instructors will submit a proposal of their intended seminars. Upon approval of their plans, they are responsible for developing assigned readings, discussion questions, and all other aspects of their seminars throughout the Spring semester.

Summer Teaching

All instructors will teach three-four seminars and lead discussion sections during YYAS. In addition to these teaching responsibilities, instructors will run workshops, and will be asked to participate in special events.

Residential Life and Other Duties

During the residential program, all YYAS staff will participate in residential life activities, as well as provide operational support to the leadership team. Given the nature of the program, it is possible that they may be asked for additional help should the need for it arise.

Instructional staff are also encouraged to:

- Facilitate conversations with students over lunch or dinner on topics of their choice (Residential),
- Participate in the YYAS (Residential) Talent Show or the (Online) Closing Remarks, and
- Lead optional student activities during free time (Residential) and social hour (Online).

Employment Timeline

The YYAS Instructional Staff hiring and training process is outlined below.

December to January: Application Deadlines, Interviews, and Hiring Decisions

The YYAS Instructional Staff Employment Application is due no later than 11:59pm EST on January 15, 2026. Applicant interviews are scheduled in advance throughout December and January. Applicants who have taught in a previous YYAS or YYGS sessions DO need to conduct a new interview.

Hiring decisions for YYAS 2026 instructional staff are expected to be released by mid-February. All instructional staff hired for YYAS 2026 will be required to attend a series of training meetings in the Spring semester and early summer.

April to July: Training, and Curriculum Development

Training will be held in late spring and early summer. These workshops will provide an overview of how the 2026 sessions will run and will focus on curriculum development. Instructional staff will also receive training on teaching high school students, leading university guidance workshops, and designing engaging, hands-on seminars that challenge their students. Spring training will also be an opportunity for all instructional staff to get to know other members of the team!

The key to successful seminars is substantial planning in the months preceding the session. Instructional staff will submit initial seminar proposals with four to six seminar ideas. The YYAS leadership team staff will give feedback on the proposals and select/approve seminars, considering the balance of all seminar proposals. Instructional staff will then submit final seminar proposals and upload seminar information and reading material for distribution to the participants.

July/August: Travel and programming

Detailed information regarding academic and residential life responsibilities for instructional staff will be made available closer to the start of the program.

Compensation and Benefits

- \$600 summer stipend upon completion of YYAS 2026 online program
- \$1,600 summer stipend upon completion of YYAS 2026 residential program
 - For residential staff: a fully funded 10-day trip to Kenya, including visa fees, vaccinations, airfare, accommodations, and meals (*Incidental expenses that instructional staff elect to incur will be out of pocket.*)



Yale Young African Scholars is an official program of Yale University.



Sample Schedule from a previous online program

Date / Time	Day 1 Thursday - 17 July	Day 2 Friday - 18 July	Day 3 Saturday - 19 July	Day 4 Sunday - 20 July	Day 5 Monday - 21 July	Day 6 Tuesday - 22 July				
7:45										
8:00	Student Orientation & Welcome Address (8 am - 9 am)	Career Exploration (8 am - 9 am)	Career Workshop (8 am - 8:45 am)	Seminar 2 (8 am - 9:45 am)	Family Time/Workshop 3 (8 am - 9:45 am)	Seminar 3 (8 am - 9:45am)				
8:15										
8:30										
8:45										
9:00	Break (9am - 9:15am)	Break (9am - 9:15am)	Social Impact Workshop (8:45 - 9:45am)							
9:15	Family Time/Workshop 1 (9:15 - 11 am)	Seminar 1 (9:15 am - 11 am)	Family Time/Workshop 2 (10am - 11am)	Uni Real Talk (10 am - 11 am)	Admissions Landscape (10 am - 11 am)	Family Time/Workshop 4 (10 am - 10:30 am)				
9:30										
9:45							Break (9:45am - 10am)	Break (9:45am - 10am)	Break (9:45am - 10am)	Break (9:45am - 10am)
10:00										
10:15						Intro to Post-YYAS programs & Closing Remarks (10:30am - 11am)				
10:30										
10:45										
11:00										
11:15										
11:30	Evening Social Hour 11:15am - 12pm	Evening Social Hour 11:15am - 12pm	Evening Social Hour 11:15am - 12pm	Evening Social Hour 11:15am - 12pm	Evening Social Hour 11:15am - 12pm					
11:45										

Sample Schedule from a previous residential program

Date / Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9	Day 10
7:30										
7:45		Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)	Breakfast (7:30-8:15am)
8:00										
8:15										
8:30	YYAS Team Arrives									
8:45		Family Time Group Social 8:30 - 9:45 am	University Guidance Application Forms (8:30 to 10:00 am)	Lecture 2 Rachel Adams (8:30-10:00 am)	University Guidance Supplemental Essays (8:30-10 am)	University Guidance Essay Peer Review (8:30 - 10 am)	University Guidance 4 Researching Universities (8:30-10:15 am)	University Guidance 5 Financial Aid (8:30-10:15 am)	Family Time 8 (8:30 am - 10:15 am) Surveys / Goodbyes	
9:00										
9:15										
9:30		Break (15 min)								
9:45										
10:00				Wiggle Time (15 min)	Break (15 min)	Break (15 min)				
10:15				Discussion Section (10:15-10:45am)			Tea/Snacks (15 min)	Tea/Snacks (15 min)	Prepare to Travel	STUDENT CHECK-OUT (9am - 12pm)
10:30			Lecture 1 Janah Ncube 10 - 11:30 am	Break (15 min)	University Rep Workshops 1 & 2 (10:15-11:15am)					
10:45										
11:00	STUDENT CHECK-IN (10 am - 12:30 pm)	Student Speaker Series (10:00 am - 12:15 pm) with tea/snacks			University Rep Workshops 1 & 2 (10:15-11:15am)	Admissions Fair (10:30 am - 12:30 pm) Open to Locals with tea/snacks	Afro-Imagineering (10:30 am-11:30 am)		Chapungu Sculpture Park (10:30 am to 12:00 pm)	
11:15					Tea/Snacks (15 min)			Family Time 6 (10:30 - 12:15pm)		
11:30				Office Hours 1 (11:00 am - 12:15 pm) with tea/snacks						
11:45			Wiggle Time (15 min)		University Rep Workshops 3 & 4 (11:30-12:30pm)					
12:00			Discussion Section (11:45-12:15pm)					Office Hours 2 (11:30 am - 12:15 pm)		
12:15										
12:30										
12:45	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch (12:30-1:15pm)	Lunch at Chapungu Sculpture Park (12:00-12:45pm)	
13:00										
13:15										
13:30			Wiggle Time (15 min)							
13:45					Q&A and Admissions Landscape in 2024 (1:30-2:30pm)					
14:00		Seminar 1 (1:30-3:00pm)	Expert-Led Career Workshops (1:30 - 3 pm)	Seminar 2 (1:30-3:00pm)		Fin Aid and Mock Admissions Committee (1:30 - 4:00)		Seminar 3 (1:30-3:00pm)	Seminar 4 (1:30-3:00pm)	University Guidance Building Your College List (standardized tests and rec letters) 1:30 - 3:00 pm
14:15										
14:30	STUDENT CHECK-IN (1:15 am - 3:45 pm)				Peer Networking Reception with tea/snacks (2:30 - 3:45pm)					
14:45										
15:00		Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)			Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)	
15:15		Family Time 2 (3:15-4:00pm)	Family Time 3 (3:15-4:00pm)	Family Time 4 (3:15-4:00pm)			Natural Dye Shirt Workshop (3:15 - 4:00 pm)	Family Time 7 (3:15-4:00pm)	Intro to Post-YYAS Opportunities (3:15-4:00pm)	
15:30										
15:45	Wiggle Time (15 min)									
16:00		Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Break (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:30pm)	Snack (4:00-4:15pm)	Snack (4:00-4:30pm)	
16:15	Orientation (4:00-5:00pm)									
16:30										
16:45										
17:00		Designing for Impact Preparation 1 (4:30-6:00pm)	Designing for Impact Preparation 2 (4:30-6:00pm)	Designing for Impact Preparation 3 (4:30-6:00pm)	Uni "Real Talk" Panel (4:30-6:00pm)	Lecture 3 Mae-ling Lokko (4:30-6:00pm)	Designing for Impact Preparation 5 (4:30-6:00pm)	Designing for Impact Presentations (4:15-5:45pm)	Family Time 8 (4:30-6:00pm) Surveys / Goodbyes	
17:15	Keynote Address (5:00-5:30pm)									
17:30										
17:45										
18:00										
18:15										
18:30	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	Dinner (6:00-7:00pm)	
18:45										
19:00	Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)	Wiggle Time (15 min)			
19:15										
19:30	Ice Breaker (7:15-8:00pm)					Workshop 4 (7:15- 8:00pm) Goal Setting				Certificate Ceremony (7:00-8:00pm)
19:45		Workshop 1 (7:15-8:45pm) Presenting Yourself	Workshop 2 (7:15-8:45pm) Sharing Your Story	Workshop 3 (7:15-8:45pm) Defining Pathways	Designing for Impact Preparation 4 (7:15-8:45pm)		Recharge Session (7:15 - 9 pm)	Group Bonding (7:00-9:00pm)		
20:00						Family Time 5 (8:00-9:00pm)				
20:15	Family Time 1 (8:00-9:00pm)									
20:30										
20:45										
21:00										
21:15			Family Time Group Bonding (9:00-11:00pm)							Cultural Event (8:00-11:00pm)
21:30	Free time (9:00-10:15pm)	Free time (9:00-10:15pm)		Free time (9:00-10:15pm)	Free time (9:00-10:15pm)	Talent Show (9:00-11:00pm)	Free time (9:00-10:15pm)	Free time (9:00-10:15pm)		
21:45										
22:00										
22:15										
22:30	Bed Check	Bed Check		Bed Check	Bed Check		Bed Check	Bed Check		
22:45										
23:00			Bed Check			Bed Check				Room Check
23:15										
23:30	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out			Lights Out	