



Vacancy Announcement ‘#040/2025’

Advisor Vocational Training and Labour Market Sustainable Training and Education Programme (STEP) IV

Contract Duration: June 01, 2025 up to November 30, 2027

Number of open positions: 5 (Five) #3 for Addis Ababa, #1 for Bahir Dar, and #1 for Hawassa

Application deadline: 26/04/2025

Duty station: Addis Ababa-3, Bahir Dar-1, and Hawassa -1.

The Ethio-German Sustainable Training and Education Programme (STEP) IV aims to improve the employment prospects of young Ethiopians by promoting quality, relevance, and gender equality in the TVET system, with a focus on green and digital transformation. In collaboration with the Ministry of Labor and Skills (MoLS), relevant agencies, and stakeholders, the programme strengthens the link between education and the private sector. It advises on the development of a national TVET strategy and supports its regional roll-out, ensuring alignment with local contexts and labour market needs. By fostering effective governance and policy frameworks, the programme encourages private sector involvement in TVET reforms and planning. It brings together employers, education providers, and public authorities to identify and address regional skills gaps, contributing to a modern, gender-inclusive TVET system that drives employment and economic growth.

Responsibilities and Duties

The Advisor is responsible for supporting regional TVET bureaus in implementing the national TVET strategy by strengthening regional policy and governance, guiding implementation, and fostering private sector involvement.

- Support regional TVET bureaus in adapting and implementing the national TVET policy and strategy to align with regional contexts and national governance standards.
- Advise on establishing and maintaining effective monitoring and evaluation (M&E) systems that align with national standards.
- Monitor national policies and regional trends to inform regional capacity in policy analysis and private sector engagement, promoting greater private sector involvement in TVET reforms, planning, and delivery.
- Collaborate with the private sector to assess regional HR needs, informing policy and program development, and fostering joint training initiatives.
- Support regional TVET bureaus and institutions in coordinating cooperative training efforts.
- Advise on the strategic development and implementation of regional TVET excellence centers.
- Facilitate regional forums for policy dialogue and governance cooperation among public, private, and TVET stakeholders.



- Promote gender equality and social inclusion across all aspects of TVET policy, governance, and implementation.
- Contribute to M&E, reporting, communication, knowledge management, operations, and stakeholder engagement related to policy and governance.
- Cooperate with GIZ and other development projects to ensure coherence and maximize impact.
- Manage financing agreements, consulting contracts, and local subsidies in accordance with GIZ policies and procedures.

Required qualifications, competencies, and experience.

Qualifications

- Master's degree or equivalent qualification in education planning and management, vocational education, or similar fields.

Professional experience

- At least 5 years of professional experience in TVET management, supervision, and administration of TVET institutions, and/or human resources management/development, preferably within the private sector.

Other knowledge, additional competencies

- Proven private sector professional experience, particularly in engaging with TVET institutions for the delivery of cooperative training, is advantageous.
- Business fluency in English and Amharic is required.

Application procedure:

Internal candidates shall submit their motivation letter along with their recent CV to:
ethiopia-internal-applicants@giz.de

Please make sure you mention the Vacancy Number 'Advisor Vocational Training and Labour Market #040/2025_Full Name' in the subject line of your email application.

Before applying for the new position, internal candidates must seek approval from their line manager. This step prevents internal poaching or brain drain within GIZ.



Before arranging interviews, HR will ask the candidates to confirm in writing that their line managers are aware of their application. If the candidate has not informed the line manager, he/she must do this immediately or the application will be rejected.

HR will inform unsuccessful internal candidates about the rejection verbally or in writing.

Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their recent CV via Email: hreth@giz.de

Please make sure you mention the vacancy number and position title 'Advisor Vocational Training and Labour Market #040/2025' in the subject line of your email application. Applications without vacancy numbers in subject lines might be disqualified.

Only short-listed candidates will be contacted.

Please refer to our [brochure](#) to learn more about GIZ's attractive benefits package.

**Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH**

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