



Vacancy Announcement #133/2023

Organisational Development and Management Advisor – Social Transformation Cluster

Contract duration: 31.12.2024

Application deadline: 05.08.2023

Duty station: Addis Ababa

The Ethio-German GIZ project “Support for the Implementation of the Global Compact on Refugees in Ethiopia (S4G)” under the Global Programme (SUN) has been commissioned by the German Federal Ministry of Economic Cooperation and Development (BMZ) to support the Regional WASH Program for Refugees, IDPs and Host Communities in East Africa (R-WASH) in Ethiopia.

Funded by BMZ and managed through the German Development Bank KfW, R-WASH is being implemented through UNICEF and UNHCR, to establish a sustainable and integrated water solution for refugees in specific camps in Ethiopia and aims to put into practice the inclusion of refugees into national service provision, in line with the Global Compact on Refugees and the pledges the Ethiopian Government made at the Global Refugee Forum in 2019. Hence, the Ethiopian Refugee and Returnee Service, the Ministry of Water and Energy, as well as the Somali Water Resource Development Bureau are equally involved at different levels.

The main objective of the S4G project is now to support the partners in the implementation of R-WASH and make the project a success regarding the inclusion of refugees into national services, in line with the Global Compact on Refugees.

The Organisational Development and Management Advisor will work closely with the GCR/R-WASH Advisor (also deployed through GIZ) as well as the team of the Qualifications and Employment Perspectives for Refugees and Host Communities in Ethiopia (QEP) and team of the Global Programme SUN based in Bonn. He/She will coordinate directly with all actors engaged in the implementation of R-WASH, including KfW, UN agencies and Government stakeholders at national and federal level, as well as refugee and host communities in the targeted areas.

Responsibilities and Tasks

- Support coordination (meeting preparation, minutes, follow up; attendance of meetings in Addis and Jijiga)



- Lead the M&E related activities (support remote monitoring pilot, monitoring of activities under financing agreement)
- Collect and document human interest stories, lessons learned etc. and develop materials for advocacy and outreach purpose.
- Support the knowledge management activities of the project to benefit all R-WASH partners.
- Contribute to awareness raising regarding R-WASH and the Global Compact on Refugees.
- Provide technical/legal expertise in topics related to the implementation of the Global Compact on Refugees.
- Facilitate exchange and experience sharing exercises jointly with UNICEF and other actors.
- Lead the development of financing agreements with identified partners for a training/qualification pilot.
- Actively engages to work across project boundaries.
- In a changing and agile environment, takes on a number of changing tasks upon demand.

Required qualifications, competencies, and experience

Qualifications

- Master's degree in Social Science, Political Sciences, Public Policy and Management, Law, or related relevant fields.

Professional experience

- Extensive experience in refugee/displacement related interventions.
- Sound understanding of the political context and the challenges and opportunities related to the implementation of the Global Compact on Refugees.
- In depth knowledge of the legal environment related to refugees in Ethiopia and globally.
- Excellent experience in establishing M&E systems, including remote monitoring.
- Extensive experience in communications and establishing knowledge management systems.
- Ideally sound knowledge of GIZ administrative processes.
- Proven experience in development and monitoring of financing arrangements.
- Experience in working for GIZ is an advantage.
- Excellent networking skills and proven experience in building strong networks of cooperation in complex policy fields.
- Ability to facilitate solutions and mutual understandings in a setting of various actors and interests.
- Ability to work independently and find solutions for complex problems, strong problem-solving skills.
- Experience to work in challenging environments and willingness to travel within Ethiopia, particularly to the Somali region.



Other knowledge, additional competencies

- Excellent skills in English (writing, speaking, listening)
- Excellent skills in Amharic (writing, speaking, listening)
- Knowledge of German is an additional asset
- Excellent skills in using Microsoft Office (Excel, Word, Outlook); experience in using MS Teams is an advantage
- Excellent communication skills and ability to work in an intercultural team
- Very good skills to communicate with actors on different levels and different organisations
- Flexibility and preparedness to perform a changing array of duties according to the needs of the programme
- Preparedness to work with a high amount of time and output pressure
- Technical knowledge or background in WASH is considered an added value



Application procedure:

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

Note:

Please make sure you mention the vacancy number and position '**Organisational Development and Management Advisor #133/2023**' in the subject line of your email application.

'Please note that, due to urgency of the vacancy the selection will be done on a rolling base.'

Due to the large number of applications, we categorize applications with vacancy numbers.

Applications without vacancy numbers in subject lines might not be categorized in the appropriate folder and could be disqualified.

Only short-listed candidates will be contacted.

We encourage persons with disabilities to apply for the position. In case of equal qualification, persons with disabilities will be given preference.

Applications from qualified women are encouraged.

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

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