



Vacancy Announcement #158/2023

Specialist in Context Analysis and Peace and Conflict Analysis- GIZ Country Office and Social Transformation Cluster

Application deadline: 24.09.2023

Contract end date: 31.12.2024

Duty station: Addis Ababa

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is an international cooperation enterprise for sustainable development with worldwide operations. Its corporate objective is to improve people's living conditions on a sustainable basis. The GIZ Office in Addis Ababa oversees projects in Ethiopia and Djibouti where GIZ works on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) and other commissioning parties.

The German-Ethiopian development cooperation focusses on the three core areas "A world without hunger", "Training and sustainable growth for decent jobs", and "Peaceful and inclusive societies". Furthermore, GIZ implements projects in the areas of energy, private sector development, migration, and health. The portfolio is clustered along the lines of "regional integration", "climate change", "social transformation", as well as "economic transformation". Various new projects active in these sectors were commissioned in the last years.

In 2021, GIZ conducted a peace and conflict analysis (PCA) to support projects of the German development cooperation (DC) to better integrate conflict-mitigating and peace building approaches into project implementation; the PCA is updated regularly. In addition, it became clear that a more thorough peace and conflict analysis of the situation in each of Ethiopia's regions is necessary to bridge the gap between the already conducted national (macro) PCA and conflict analyses conducted on project level (micro). Therefore, GIZ has subcontracted a team of consultants to draft PCAs on regional (meso) level, i.e., Ethiopia's regional federal states.

However, GIZ is still in need of additional support when it comes to strategic, organizational advisory services to the country director, portfolio management and cluster coordinators; regularly updating the national PCA; backstopping the consultants that draft the regional PCAs as well as backstopping of a new national adviser working on conflict sensitivity.

Overall, the consultant's service shall ensure conflict-sensitivity and implementation of the do-no-harm approach during the implementation of TC projects in Ethiopia.

Please note that the job title will be changed to "Crisis, Conflict, Disaster Specialist" during the recruitment process.



Responsibilities and Tasks

- Support quality control of integrated Peace and Conflict Analyses (iPCAs) on project level
- Set up a conflict sensitive monitoring system on country level, i.e. organize workshops with project staff to regularly reflect on do-no-harm approach, unintended consequences
- Coordinate the work of consultants updating GIZ's national PCA as well as regional PCAs
- Liaise with other units within GIZ, such as Risk Management Office, Sectoral Department and Global Projects
- Provide support for projects to set up conflict sensitivity mechanisms
- Continuously produce context and situational assessments
- Regularly brief management on context and political developments, peace building needs and risks for implementation
- Proactively advise the preparation and implementation of new and running TC measures in terms of context sensitivity
- Proactively advise decision makers on key developments and support to increased awareness amongst staff on context and conflict sensitive planning, implementation and monitoring
- Perform any other duties as deemed necessary by superior/s

Required qualifications, competences, and experience

Qualifications

- University Degree or above in HR, Management, Business Administration, Law, Accounting or similar area (if possible with a focus on HR management)

Professional experience

- At least 7 years' professional experience in a comparable position
- Experience in an international organization is an advantage

Other knowledge, additional competences

- high level of digital literacy including (e.g. MS Office; Excel, Outlook, Word, Powerpoint, Sharepoint) and willingness to learn new tools and functions independently
- good analytical and troubleshooting skills
- good knowledge of national labour law
- experience in advising on HR issues
- intercultural experiences and understanding
- endurance and patience to handle busy times and a number of parallel requests
- team-player with a friendly and sociable attitude and self-starter
- ability to move tasks forward using sound judgment for the best solutions
- high proficiency of English language both in speaking and writing



- awareness of how to handle HR issues appropriately (confidentiality, data protection)
Education/training: Master's in political science, sociology, gender, regional studies, peace and conflict research, international relations or anthropology
- Language: Fluency in oral and written English (at least CEFR C1), fluency in Amharic, fluency in other Ethiopian languages are an asset
- General professional experience: 5 years of professional experience in the fields of conflict analysis, conflict sensitive implementation of development cooperation projects or peace and security policy
- Specific professional experience: 5 years of professional experience in the fragile regional contexts of East Africa/the Horn of Africa, specific knowledge of Ethiopia and its conflict dynamics, proven by studies and papers drafted as well as professional assignments in and outside of Ethiopia
- Regional experience: 5 years of experience of advisory services in the fragile context of East Africa/Horn of Africa, 5 years on the Ethiopian context
- Development Cooperation (DC) experience: 5 years of experience of working with/for Development Cooperation, having worked for German Development Cooperation is an asset

Soft skills

In addition to their specialist qualifications, GIZ requires following qualifications:

- Team skills
- Initiative
- Communication skills
- Sociocultural competence
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking



Application procedure:

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

Note:

Please make sure you mention the vacancy number and position title **'Peace and Conflict Analysis #158/2023_Your Full Name'** in the subject line of your email application.

Please note that the job title will be changed to "Crisis, Conflict, Disaster Specialist" during the recruitment process.

Due to large number of applications, we categorise applications with the 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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