



## Vacancy Announcement #032/2025

### Advisor, Social Cohesion and Vocational Training - QEP Program

**Contract duration: Until 31.10.2027**

**Application deadline: 07/04/2025**

**Duty station: Addis Ababa**

The Social Cohesion and Vocational Training Advisor role involves overseeing the effective and timely execution of programs focused on improving TVET (Technical and Vocational Education and Training) quality, enhancing employment opportunities, and building the capacity of TVET colleges in the area. This includes working on initiatives that aim to align vocational training needs to ensure that graduates are employable and skilled. Additionally, the advisor is responsible for developing and overseeing activities at the TVET colleges related to social cohesion and psychosocial support through the development and implementation of strategies and related action plan to foster socio-economic inclusion of refugees into the Ethiopian Society, fostering positive social relationships, reducing tensions, and supporting individuals' mental well-being, which is crucial in the context of vocational training programs.

### Responsibilities and Tasks

#### Social Cohesion & Psychosocial Support

- Provide expert guidance on social cohesion measures and develop intervention strategies in collaboration with relevant institutions.
- Offer technical assistance to PTCs in implementing social cohesion and psychosocial activities in line with GIZ-QEP II
- Design and implement extracurricular activities promoting social cohesion between refugees, IDPs, and host communities across 2 target regions (Somali and Addis-Abeba), including the facilitating of relevant capacity building measures.
- Deliver advanced training on social cohesion, crisis response, and psychosocial counseling for Vocational Guidance Counselor (VGC) staff and other relevant PTC staff including vocational school teaching staff.
- Strengthen the capacity of TVET colleges and VGCs to deliver sustainable psychosocial and refer to clients to social service providers.
- Proactively engage with relevant service provider to expand psychosocial counseling services for refugees, IDPs, and host community residents, with a focus on women and girls.
- Advise on the institutionalization of internships for psychology students to enhance counseling services.
- Develop a strategy to integrate social cohesion into vocational training cycles, incorporating gender and psychosocial support.



- Plan workshops at TVET colleges to define social cohesion interventions and promote conflict sensitivity.
- Organize events such as Social Cohesion week to provide counseling and engage with referral agents.

### **Vocational Training & Labour Market**

- Maintain and further develop strong relationships with TVET Bureau, Poly-Technical College (PTC), and relevant government offices for GIZ -QEP II implementation.
- Closely coordinate with the Programme Component Manager and all relevant team members, including by providing bi-weekly and monthly updates.
- Oversee and technically support the implementation of activities at TVET College Addis Ababa, including procurement, teacher training, and workshop organization.
- Foster linkages between TVET Colleges, industries, and investors to promote labor market training in close collaboration with GIZ -QEP II advisors working on private sector engagement.
- Identify and manage consultants, including drafting ToRs and following up on results.
- Manage financial contributions, including assessments, contracts, and implementation follow-up.
- Collect and report data from TVET Bureau, colleges, and partners in appropriate formats (Word, Excel).
- Support monitoring and evaluation efforts by assisting with data collection from training activities.
- Contribute success stories and achievements for PR efforts and collaborate with relevant PR staff.
- Organize regional events and facilitate visits to implementation areas in coordination with GIZ -QEP II cross cutting team.
- Contribute actively to Addis-Ababa PTCs exchange platform.

### **Other Duties/Additional Tasks**

- Takes up other duties as assigned by the program and willingness to upskill as required by the tasks to be performed.

### **Required qualifications, competencies, and experience**

#### **Qualifications**

- Master's degree in psychology, conflict management or social sciences (e.g. educational science, social sciences, project management, political science, public management/policy, development studies and related fields)

#### **Professional experience**

- Minimum of 5 years of relevant experience in projects focusing on social cohesion, conflict management, provision of social services, psychosocial counselling or MHPSS.
- Proven ability to organize and manage complex processes involving multiple stakeholders, requiring strong coordination skills.



- Strong understanding of service providers in the field of counselling, mental health support, etc. in Ethiopia
- Expertise in development project design planning, and implementation with a minimum 2-year experience in designing and implementing livelihood activities.
- Strong local knowledge and networks in Addis Ababa, especially with social service providers.
- In-depth understanding of the TVET system, regional and national job creation agendas, and government agencies.
- Strong knowledge of the roles and mandates of regional government bodies in training and employment creation.
- Familiarity with the refugee and IDP situation with an advanced understanding of the design and implementation of refugee/IDP projects.
- Excellent command of English (written and spoken) and Amharic (written and spoken).
- Proficient in Microsoft Office Suite (Excel, Word, PPT, MS Teams, Outlook).
- Flexible, innovative and adaptable, knowledgeable on agile work methods, with the ability to take on diverse tasks in response to program needs.





### Application procedure:

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

#### Note:

Please make sure you mention your full name, the vacancy number and position title '**Your Full Name | Advisor, Social Cohesion and Vocational Training #032/2025**' in the subject line of your email application.

Please note that the job title will be changed to "**Advisor, Vocational Training and Labour Market**" during the recruitment process.

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

Applications without vacancy number, position title and applicant's name 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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