



Vacancy Announcement #127/2025

Gender Equality Advisor

GIZ African Union Office (AU)

Contract duration: October 31, 2028

Application deadline: 02.10.2025

Duty station: Addis Ababa

Brief and attractive description of the project/ unit

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a global service provider in the field of international cooperation for sustainable development dedicated to shaping a future worth living around the world. As a public-benefit federal enterprise, GIZ supports the German Government – in particular the Federal Ministry for Economic Cooperation and Development (BMZ) – and many public and private sector clients in achieving their objectives in international cooperation in around 120 countries.

Since 2004, GIZ has been a reliable and trusted partner of the African Union (AU) to enhance inclusive growth and sustainable development on the African continent in line with the AU's Agenda 2063: The Africa We Want. With more than 200 staff, GIZ African Union cooperates with the AU Commission, as well as the AU's specialised institutions and agencies, such as the Development Agency AUDA-NEPAD, at continental, regional and national level in more than 35 member states. Key areas of engagement include Peacebuilding and Conflict Prevention, Governance and Migration, Sustainable Economic Growth and Employment, as well as Health and Social Development.

The regional project 'Boosting the Rights of Individuals with Disabilities in Africa (BRIDGE Africa)' is supported by German Cooperation and implemented jointly by the civil society, represented mainly through African Disability Forum, the African Union Commission and GIZ. BRIDGE is part of GIZ's group of Regional Projects in Africa.

It focuses on strengthening the capacities of federations of organisations of persons with disabilities on the African continent in view of sustained participation in development processes. In addition, the project supports the African Union in the implementation of the "African Disability Protocol", especially through pan-African advocacy for inclusion along with concrete measures at member-state-level.

The project addresses intersectionality, supporting the participation and empowerment of women and youth with disabilities through their umbrella organisations. The project also looks



at datasets, information exchange and creating evidence on the living situations of persons with disabilities

Responsibilities and Tasks

- Establishing a trustful relationship with organisations of persons with disabilities (OPDs) and their federations, other civil society partners, academia, German cooperation programs at regional and national level, the African Union Commission and development partners.
- Advising within the BRIDGE project's scope on disability rights and inclusion.
- Advising and supporting OPDs in their institutional capacity development, participation, advocacy and implementation processes.
- Participating in the results-based planning, monitoring and reporting of the BRIDGE-Africa project.
- Contributing to the Africa-wide information-sharing, coordination and cooperation towards substantive participation of persons with disabilities.
- Managing contracts with individual consultants and consulting agencies.
- Identifying innovative initiatives to be supported, promoted and documented.
- Using internal and external media platforms and social media for documentation about progress and innovations.
- Representing the BRIDGE-Africa project in GIZ-internal, national and regional events

Required qualifications, competencies, and experience

Qualifications

- University degree (at least Master or similar) in a relevant field, such as international disability inclusion studies, international law, international human rights, international development, social-, political- or education sciences

Professional experience

- At least 5 years professional experience in international disability-inclusive development or application of international human rights especially for persons with disabilities
- At least 3 years' professional experience within or in close cooperation with multilateral- and/or bilateral development partners
- .
- Proven expertise, experience and applied knowledge about current trends in disability inclusion and disability rights' implementation
- Demonstrable experience in project-related cooperation, project management and /or results-based reporting
- Demonstrable experience in close cooperation with diversity-focused civil society organisations
- Experiences in active usage of social media for professional communication
- Experience in working with politically sensitive issues



Other knowledge, additional competencies

- Very strong communication skills in speaking and writing
- Excellent English is a prerequisite.
- Good command of French or another AU-official language is a strong additional asset
- Very good analytical and strategic skills
- A person with team spirit, pro-active and independent working capacities, excellent self-organising skills, diplomatic competence, gender-positive and diversity-supportive attitude
- Professionals with lived personal experiences with disability are especially encouraged to apply. It is encouraged also to make personal experiences with disability explicit in the motivational letter
- Readiness to travel within Ethiopia and to other African countries as well as Europe Very good knowledge of Office 365, SAP, others
- Very good English knowledge, French and German is an advantage

Application procedure:

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

Note:

Please make sure you mention the vacancy number and position **Gender Equality Advisor #127/2025 _Your Full Name** in the subject line of your email application.

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

Applications without vacant 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 people with disabilities to apply for the position. In the case of equal qualification, people with disabilities will be given preference.

GIZ is an equal opportunities employer committed to diversity. All qualified candidates, regardless of disability, age, sex, ethnicity, race, and religion are encouraged to apply

Professionals with lived personal experiences with disability are especially encouraged to apply. It is encouraged also to make personal experiences with disability explicit in the motivational letter

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



GIZ Country Office Ethiopia and Djibouti
Kazanchis, Kirkos Sub City, Woreda 08
P.O. Box 100009, Addis Ababa, Ethiopia
I www.giz.de | www.giz.de/de/weltweit/336.html

