

WE ARE HIRING

Job Role: Regional Advisor
Reports to: Component Manager
Contract Duration: Until 31.12.2026
Location: Accra



Company Profile:

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) - is a public-benefit federal enterprise working in more than 100 countries worldwide. We work on behalf of the German Government and support public and private sector clients in a wide variety of areas, including economic development and employment, energy and environment, and peace and security. Our activities cover three priority areas: Energy and Climate, which deals with renewable energy and energy efficiency; Training and Sustainable Growth for decent Jobs; and Peaceful and Inclusive Societies, which focuses on good governance.

Project Brief:

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH has been active in Ghana in the context of international development cooperation for more than 30 years. GIZ has been commissioned by the German Federal Ministry for Economic Cooperation and Development to implement the Special Initiative "Decent Work for a Just Transition" in Ghana. Due to the constant growth of Africa's population (population doubles to a total of 2.5 billion people by 2050), the continent needs 20 million new jobs annually. This goal is only achievable in cooperation with the private sector. To realize employment-related investments with companies, the Special Initiative works in three areas of intervention: Business & Invest, Ghanaian SME and Cluster Focus.

Scope of Role:

In close cooperation with the Invest for Jobs team, the Head of Business & Invest/Cluster, the Invest for Global Programme, and the textile and apparel team, the Regional Advisor will contribute to the implementation of projects in the portfolio as well as lead the development of new projects in the sector. The Advisor will support apparel factories to achieve international standards, enhance efficiency, and integrate into the global supply chain. The role blends technical guidance, capacity building, stakeholder engagement, and sustainability to strengthen competitiveness, foster job creation, and drive industrial growth.

Tasks:

- Factory Support: Improve production processes, quality, compliance, and certifications.
- Product Development: Lead sample creation, garment innovation, and approvals.
- Costing & Market Access: Support costing, price negotiations, and buyer engagement.
- Facility Setup: Advise on layouts, machinery, expansions, and feasibility studies.
- Capacity Building: Deliver structured training for operators, supervisors, and managers.
- Stakeholder Engagement: Collaborate with government, industry bodies, and development partners.
- Monitoring & Learning: Track KPIs, share best practices, and document lessons learned.
- Sustainability & Compliance: Promote fair labour practices, environmental standards, and worker well-being.
- Internal Collaboration: Align with program objectives, mentor staff, and contribute strategic input.

Profile:

- Masters' degree in Textile Engineering, Industrial Engineering, Production Management, or a related field.
- Any Industry qualifications related will be an added advantage (lean six sigma green belt or above, GSD, ISO 9001:2015, TPM/TQM qualifications).
- 10+ years of progressive experience in apparel manufacturing, production, or technical consultancy.
- Proven track record in factory setup, process improvement, and compliance with international standards.
- Technical Expertise: Apparel manufacturing, lean practices, industrial engineering, and quality systems.
- Problem-Solving: Skilled at analysing workflows, identifying inefficiencies, and implementing solutions.
- Training & Facilitation: Ability to design and deliver practical, hands-on training.
- Stakeholder Management: Strong record of engaging with government, buyers, and development partners.
- Business Acumen: Knowledge of costing, market dynamics, and buyer requirements.
- Sustainability Orientation: Commitment to ethical sourcing, compliance, and environmental responsibility.
- Leadership & Communication: Strong interpersonal, mentoring, and cross-cultural communication skills.

How to Apply:

Interested and suitable applicants are to forward their Curriculum Vitae (C.V.) and a one-page cover letter stating their motivation to the position and added value to the project to recruitment-ghana@giz.de quoting the **Job Code 2025/RA/09/16 -Your Name**. If you do not hear from us four (4) weeks after the deadline, please consider your application unsuccessful.

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

 **Closing date: 30.09.2025**