



Vacancy Announcement #0124/2025

“Component Manager”

GIZ “Support to Transitional Justice (S2TJ)”

Social Transformation Cluster

Contract duration : 30.11..2027

Application deadline 18.09.2025

Duty station: Addis Ababa with frequent travel to regional project locations

Brief and attractive description of the project/ unit

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a German public-benefit federal enterprise. GIZ works worldwide in the field of international cooperation for sustainable development and has over 50 years of experience in a wide variety of areas. We work to shape a future worth living in over 120 countries around the world.

The Project “Support to the Transitional Justice Process in Ethiopia” (S2TJ) is accompanying the transitional justice process (TJ), that has been initiated by the Ethiopian Government. This process is an essential element in the national peace process to secure reconciliation and long-lasting and sustainable peace. The project aims at advising and strengthening key government institutions as well as Civil Society Organisations to ensure that the TJ process is conducted in an inclusive, gender responsive, survivor and victim-centred manner and according to international human rights standards.

The Support to Transitional Justice (S2TJ) project will be implemented in selected regions of Ethiopia. The regional implementation includes a focus on:

- 1) Strengthening the capacities of regional governments, especially the Bureaus of Justice, Bureaus of Women and Social Affairs , and Bureaus of Health with regards to TJ, peacebuilding and gender equality for their involvement in the national TJ process. This includes advising regional governments on the provision of holistic mental health and psychosocial support services (MHPSS) to conflict-affected communities.
- 2) Providing holistic, gender-responsive and community-based MHPSS to IDPs, marginalised groups and survivors of conflict and grave human rights abuses, such as conflict-related sexual and gender-based violence (SGBV).

As a Manager for regional government cooperation, community-based MHPSS and peacebuilding, you will be responsible for managing the regional cooperation in the relevant



Bureaus in selected regions on TJ, peacebuilding and MHPSS. Moreover, you will be managing the regional project implementation on holistic MHPSS and peacebuilding measures to promote a gender-responsive and victim-centered TJ process. This includes managing an MHPSS advisor and colleagues posted in the respective regions, as well as cooperating with local service providers and community-based organisations.

Responsibilities and Tasks

A. Overall Responsibilities

- You are responsible for managing and leading the project output regarding the strengthening of capacities of the relevant regional governments, especially the Bureaus of Justice, Bureaus of Women and Social Affairs and Bureaus of Health with regards to TJ, peacebuilding and gender equality for their involvement in the national TJ process.
- You are responsible for managing the implementation of the regional project activities around community-led initiatives on MHPSS, community activities, and peacebuilding for survivors of war, conflict, and conflict-related SGBV (especially women, youth, IDPs) in Tigray, Afar, Amhara and other selected regions of the country.
- You manage the staff employed in the selected regions and bear responsibility for security and crisis management for the staff members for whom you have direct disciplinary responsibility in accordance with GIZ regulations. You are responsible for matters related to occupational health and safety law.
- You implement financial monitoring and planning for your component according to GIZ's rules and regulations.
- You support the project manager in managerial and leadership tasks and decision-making.
- You manage the provision of technical support and advisory services to the respective regional governments and its relevant bureaus, such as the Bureaus of Justice and Women and Social Affairs.
- You are responsible for managing a funding mechanism for community-led activities around MHPSS, peacebuilding and dealing with the past in the project regions, which includes managing the selection criteria, steering structure as well as setting up and accompanying financial agreements with local government bureaus, CSOs and community-based organisations.
- You support the identification of suitable medical- and community-based MHPSS providers in the selected regions of the project.
- You oversee the preparation of financing, local subsidy and consulting contracts and supervise their implementation
- You oversee the elaboration of a capacity development strategy on how to strengthen community initiatives on peacebuilding and transitional justice, such as local mechanisms of dealing with the past and community healing. This can also include income generating activities for livelihood and economic empowerment.



- You anticipate potential push backs and elaborate strategies to deal with them jointly with partners on the ground
- You manage the monitoring and mitigation of unintended, negative consequences of project activities in the area of MHPSS and peacebuilding in cooperation with S2TJ team and partners
- You oversee the monitoring and evaluation progress and impact of activities and adapt concepts accordingly in cooperation with the S2TJ M&E expert
- You oversee general cross-cutting support activities in the area of MHPSS and project management in your area of responsibility, knowledge management and documentation, communications and administrative processes if requested.

Required qualifications, competencies, and experience.

Qualifications

- University/ master's degree in psychology or social work, Public Health, Social Science, International Law, Peace and Security/ Conflict Studies or similar
- Sound knowledge on Transitional Justice and how it applies to the Ethiopian context
- Profound understanding of the situation of conflict survivors, especially women, youth and children and other marginalised population, traumatised by grave atrocities and human rights abuses
- Profound expertise of the holistic MHPSS concept and implementation at community level in (post-) conflict settings.
- Knowledge of MHPSS and psychological service providers in Ethiopia, understanding of traditional MHPSS and community healing approaches, as well as knowledge of gaps and opportunities of psychological service provision in Ethiopia are an asset.
- Sound understanding of the concept of transitional justice and the role of regional governments in its implementation in the Ethiopian context is an asset.
- Knowledge of GIZ internal structures is an asset.

Professional experience

- A minimum of 5 (five) years of leadership experience in governmental institutions, non-governmental organisations and/or in the international development sector or similar.
- Multiple years of experience of managing donor-funded projects, including managing grants for sub-grantees.
- Multiple years of experience in cooperating with and advising regional governments, ideally in northern Ethiopia
- A minimum of 5 (five) years of experience in working on at least one of the three areas: MHPSS, conflict prevention or peacebuilding, and/or transitional justice.



- Multiple years of experience in implementing projects at community level in Ethiopia, ideally in northern Ethiopia
- Experience with setting up and managing funding mechanisms such as small grants and local subsidies.
- Working experience in conflict affected areas in Ethiopia, proven experience in working with a do-no-harm and conflict-sensitive approach.
- Proven experience in the field of MHPSS and peacebuilding interventions for and with victims of sexual gender-based violence and other post-traumatic stress disorder related issues is an asset.
- Working experience in the area of economic empowerment and livelihood creation of survivors of human rights violations, war, conflict and conflict-related SGBV is an asset.

Other knowledge, additional competencies

- Very good analytical skills, self-reflective, empathetic, and non-judgemental attitude.
- High gender competence, intercultural competence and resilience, emotional stability to cope with human suffering.
- Strong commitment, team spirit, reliability, conflict sensitivity, gender competence and intercultural competence
- Ability and willingness to travel to conflict affected regions/implementation sites.
- Sensitivity to accommodate survivors of human rights violations.
- Excellent training competences
- Excellent written and spoken skills in English and Amharic. Fluency in other Ethiopian languages (Tigrinya, Afar) is an advantage.
- Very good working knowledge of ICT technologies (related software) and computer applications (e.g. MS Office)
- Exhibits conscientiousness, integrity and loyalty



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 **'Your Full Name_ Component Manager #124/2025'** in the subject line of your email application.

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

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.

Applications from qualified women are encouraged.

"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."

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

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