

VACANCY ANNOUNCEMENT

Reference #	092/11/2025/JrVTAdvisor/TripleWin/Thiruvananthapuram
Project	Triple Win Nurses - Sustainable recruitment of nurses from Kerala
Position	Junior/Advisor - Placement (Internal Designation: Junior Vocational Training and Labour Market Advisor
Band	3/4
Location	Thiruvananthapuram, Kerala
<p>To apply click on the link: https://www.giz-jobs.com/india/</p> <p>Documents to be submitted:</p> <ul style="list-style-type: none"> • CV and a statement of suitability for this position • A maximum of 2 pages note on one of the topics given below: <ul style="list-style-type: none"> ➤ Kindly describe three competencies you have that would help you coordinate with nurses and the language institute for good results. <p>Or</p> <ul style="list-style-type: none"> ➤ The major part of this role will be to provide tailored support to candidates to improve placement interviews. How in this role, will you be able to improve/ implement ideas to improve placement conversion especially in international context? <p>Last Date of Application: 03rd December 2025</p>	

A. About GIZ India

For details, click on: <https://www.giz.de/en/worldwide/368.html>

B. Project Background

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a German federal enterprise. We work to shape a future worth living in over 120 countries around the world.

Since 2013, GIZ and the International Placement Services (Zentrale Auslands- und Fachvermittlung, ZAV) of the German Federal Employment Agency (Bundesagentur für Arbeit, BA) cooperate in the joint programme "Triple Win" for the recruitment of nurses from third countries for placement of work in Germany.

In Kerala, the annual number of graduate nurses surpasses the domestic demand on the labour market, and Kerala nurses show interest in a career abroad. While in Germany, the nursing sector is facing a significant shortage of nurses, which is projected to still grow in the future. According to expert estimates, the nursing sector will need 150,000 new nurses by 2025.

In December 2021, the registered Government company Norka Roots ("Non Resident Keralites Affairs") and the Federal Employment Agency (Bundesagentur für Arbeit, BA) have signed an agreement on the Placement of Indian Health Professionals from the State of Kerala/India in Employment as Registered General Nurse in the Federal Republic of Germany. The objective is to establish a safe, orderly and regular mechanism for the recruitment and placement of Kerala nurses for work in Germany. The placement agreement is now being implemented in cooperation with Norka Roots through the Triple Win programme. An extension to this agreement has come into effect in 2024 for trainees, studying nursing in Germany.

To support the implementation of the Triple Win programme in Kerala, GIZ is now looking for **one (1)**

***Please note that the project is looking for Band 3, Junior Advisor/ Band 4, Advisor – Placement. The placement in Band would depend upon number of years of relevant experience, besides other factors such as demonstrated ability to handle complex tasks in a multinational cultural environment. Candidates should also be flexible to be considered for Band 3 if they don't fully meet the relevant factors such as years of experience in a similar position and tasks handled.**

C. Responsibilities

- Coordination of Placement Activities within Triple Win India Projects.
- Content Development on Fair Migration.
- Planning and Development of Additional Skill Courses.
- Coordination with candidates and language institute.

D. Core Scope of Tasks

Coordination of Placement Activities within Triple Win India Projects

- Provide interview info and preparatory sessions to candidates (nurses and trainees).
- Provide feedback to candidates on the interview performance and improvement avenues.
- Provide interpretation support as and when required by the employer.
- In close coordination with the Language Advisor, ZAV - plan and schedule the calendar for the batch.
- Planning for refresher courses for candidates before departure.
- Coordination with and contributing to key Triple Win processes such as recruitment, employer interviews and departure, as needed.

Content Development on Fair Migration

- Developing content to propagate the idea around Fair Migration by targeting different stakeholders.
- Develop a plan to develop social media page (LinkedIn) for the project.

Planning and Development of Additional Skill Courses

- Planning for Fachkurs (special courses) in a systematic manner.
- Coordination with candidates and Fachkurs trainers.
- Planning for orientation session for candidates.

Coordination with candidates and language institute

- Closely monitor candidates progress in various language institutes.
- Closely monitor language institute pedagogy and teaching methods.
- Work closely with partners in preparing the candidates for employment and integration in Germany.

Other

- Perform different duties and tasks as agreed upon with the Programme Component Manager Triple Win India, which may not be explicitly mentioned in the job description.

E. Required Qualifications, Experience and Competencies

- University Degree in literature. German language preferred.
- Master's Degree is an added advantage.
- Experience in Teaching especially in Kerala and/or in Migration context is an advantage.
- Good command of Microsoft Office (Word, Excel, Power-point).

- Languages: Malayalam German and English; German language skills – B1/B2 certificates are added advantage.
- Ability to cooperate constructively and reliably with candidates and stakeholders.
- Good attention to detail and an ability to a data-driven approach.
- Performance orientation and competence in organizing own work.

F. Location: Thiruvananthapuram, Kerala

G. Duration of the contract: Until 31st December 2026

Application without GIZ application form will not be considered

- Only shortlisted candidates will be contacted.
- GIZ supports Work-Life Balance.
- GIZ promotes Gender Diversity – Applications from women professionals are encouraged.
- Please note that those individuals who have completed a consultancy assignment with GIZ in less than 6 months prior to the intended start date for this position will not be shortlisted due to organisational policy.

Disclaimer: As per GIZ's data confidentiality policy, candidate's application is stored in our database for six months and is deleted thereafter.