

Salary Band 4	Senior Technical Advisor (m/f/d), Enabling Environments for Scaling Soil Health in Africa (seconded to AUDA-NEPAD)
Reports to:	AU Cluster Coordinator
Duration	Until 31 st of December 2027

1. BACKGROUND

The 2024 **Nairobi Declaration on African Fertilizer and Soil Health (AFSH)** represents a strong commitment by African leaders to tackle the continent's soil health crisis and its far-reaching effects on food security and socioeconomic development. Endorsing a 10-year African Fertilizer and Soil Health Action Plan (AFSH-AP) developed through broad stakeholder consultations, the Declaration emphasizes an Africa-owned, Africa-led, and Africa-funded approach rooted in national systems and strengthened by multistakeholder partnerships among governments, farmers, the private sector, development partners, and civil society. The Plan highlights the private sector's vital role in mobilizing resources, while **governments are tasked with creating enabling environments and supportive policies**. Central to the AFSH-AP is the promotion of organic products, regenerative practices, and support for SMEs driving innovative soil health solutions to enhance access to sustainable products, practices, and services, particularly for smallholder farmers.

AUDA-NEPAD, under its official African Union **mandate**, provides **overall strategic guidance and technical advice to Regional Economic Communities (RECs) and Member States**, while coordinating key stakeholders and initiatives to ensure the effective implementation of the African Fertilizer and Soil Health Action Plan (AFSH-AP). It is further tasked with supporting RECs and Member States in integrating the AFSH-AP into regional and national policies, strategies, and investment frameworks. In addition, AUDA-NEPAD is mandated to assist countries in developing and domesticating innovative mechanisms that reward smallholder farmers for adopting sustainable soil management practices and private sector to provide supportive products and services.

To strengthen this mandate, **the global project "Soil Matters – Innovations for Soil Health and Agroecology"**, commissioned by the **German Federal Ministry for Economic Cooperation and Development (BMZ)**, co-financed by the **European**

Union (EU), and implemented by **GIZ**, provides targeted support to AUDA-NEPAD in its coordination and advisory role.

Through this partnership, Soil Matters has **awarded a grant to AUDA-NEPAD** to advance the following intervention areas:

1. Strengthening the integration of the AFSH AP into the CAADP Kampala National and Regional Agrifood Systems Plans by Member States and RECs;
2. Building an enabling environment through improved policy instruments and other measures that encourage and incentivise investments in soil health by smallholder farmers and SMEs;
3. Developing and promoting innovative financing mechanisms for smallholder farmers and SMEs to support investment in building soil health.
4. Facilitating research partnerships for tailored soil health solutions for farmers and small businesses.
5. Facilitating awareness raising, capacity building, knowledge exchange and networking on good practices for smallholder farmers and SMEs.

With the secondment of a Senior Technical Advisor, the GIZ seeks to further support AUDA-NEPAD in its implementation of the grant agreement.

A. RESPONSIBILITIES

The **position holder** is responsible for:

- Support the coordination, timely implementation and budget management of the grant agreement
- Support progress reporting to GIZ and contribute to coordinated reporting across all Development Partners supporting the implementation of AFSH Action Plan.
- Support engagement and coordination of key stakeholders fostering effective collaboration and cooperation with African Union Member States, AUC-ARBE, Regional Economic Communities and the AFSH Regional Hubs, the Forum of Agricultural Research in Africa (FARA), Fertilizer and Soil Health Coalitions, international organizations, regional and national institutions, non-governmental organizations, Private Sector as well as Farmer Associations.
- On a regional and continental level, explore synergies and support coordination with and cooperation with relevant programmes hosted by AUDA-NEPAD as well as key external initiatives
- Ensure alignment with CAADP implementation support by AUDA-NEPAD

- Leveraging synergies and fostering contribution of GIZ's portfolio to the AFSH agenda on all levels by actively cooperating with relevant GIZ projects and units. This includes but is not limited to the Global Project Soil Matters.
- Support AUDA-NEPAD resource mobilization efforts to support the implementation of the AFSH Action Plan at various levels.

In this context, the position holder fulfils the following tasks:

B. TASKS:

All tasks will be supervised by the AUDA-NEPAD project manager:

- Prepare operational planning and follow-up on implementation progress involving relevant AUDA-NEPAD experts
- Preparation of country missions, including technical workshops, engagement events, knowledge exchange workshops as well as documentation and sharing of results (e.g. AUDA-NEPAD website)
- Elaborate project progress reports and ensure timely submission
- Support the development and management of expert assignments and sub-grant agreements as determined in the grant agreement with GIZ
- Ensure regular exchange with further GIZ seconded staff in the fields of private sector development and CAADP support and foster synergies where feasible
- Ensure regular exchange and coordination with the Global Programme Soil Matters Steering Unit
- Support synergies with Soil Matters country measures and ensure coordinated implementation, including sub-grants and external assignments
- Identify and engage with key stakeholders for the implementation of the 5 intervention areas

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications:

- Advanced university degree (Master's or equivalent) in Agronomy, Agricultural Economics, Soil Science, Economics, Public Policy or related fields
- Proven expertise in advising and/or implementing continental and/or regional agricultural policies and programs (e.g. CAADP), and experience in institutional or policy-oriented work with African institutions.
- Demonstrated and thorough understanding of multi-stakeholder engagement and cross-sectoral approaches

Professional Experience

Qualification should be enhanced by at least **15 years'** relevant working experience including the following:

- Experience with the CAADP process and or other AU policies, ideally on continental/regional and national level.
- Previous work experience with the African Union, AUDA-NEPAD or another African continental or regional institution is an asset.
- At least 7 years of relevant experience in agriculture, soil health, rural development, or related sectors.
- Proven track record in project implementation of donor-funded programs, including reporting and budget oversight.
- Experience developing and managing consultancy assignments, sub-grants, and technical partnerships.
- Demonstrated experience engaging with multi-stakeholder networks, including governments, Regional Economic Communities (RECs), farmer organizations, private sector, and development partners.

Other Knowledge, Additional Competences

- Business fluency in English required, working knowledge of French is an asset
- Excellent organizational and communication skills in an intercultural context, with the ability to effectively engage and manage stakeholder cooperation
- Good understanding on the topics of soil health and agroecology ideally in the context of the AFSH-AP. Competences in private sector engagement or innovative financing mechanisms for smallholders and SMEs are an asset.
- Ability to identify synergies and coordinate across programs, initiatives, and stakeholders at regional and continental levels.
- Excellent analytical, planning, and reporting skills
- Outstanding diplomatic, intercultural and networking skills with the ability to navigate complex, multi-level partner systems and multi-stakeholder environments
- Proactive, flexible, solution-oriented and stress resilient

D. ADDITIONAL INFORMATION

- This position is based in Midrand, South Africa;
- At GIZ, you will be offered a global network and an atmosphere that is characterised by diversity, respect, and genuine equal opportunities. Gender equality promotion is a matter of course for us;

- GIZ is a signatory of the Diversity Charter. Recognition, appreciation, and inclusion of diversity in the company are important to us. All employees shall be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, social background, age, or sexual orientation;
- GIZ would like to increase the proportion of employees with disability. Applications from persons with disabilities are most welcome; and
- The contract period for this position is until **31st of December 2027 in line with the duration of the grant agreement.**

E. APPLICATION PROCESS

GIZ will only consider applications that meet the qualification and professional experience requirements.

Suitable candidates should apply by submitting a motivation letter (max. 2 pages) detailing why they should be the preferred candidate and the value they will bring to the work of **Global Programme “Soil Matters”**. This should be accompanied by a detailed CV (max 4 pages) indicating their nationality for the attention of Head of Human Resource.

Internal Candidates should submit their application to: recruit-pretoria@giz.de , with the email subject line “Application for **Global Programme “Soil Matters STA position”** using your work e-mail address to apply.

External Candidates should apply via this link:

<https://giz.simplify.hr/vacancy/rw9xzq> to be considered.

Closing date for applications: **12 January 2026.**

Only shortlisted candidates will be contacted.

Applications without a motivation letter will not be considered!

***Applications with motivation letter longer than 2 pages and/or a CV longer than 4 pages
will not be considered!***