

<b>Salary Band 4T</b>	<b>Technical Advisor – GBV Prevention Economist (PfP III)</b>
Reports to:	Programme Manager – PfP III
Duty Station	Hatfield, Pretoria
Duration	until <b>31 December 2028</b>

## BACKGROUND

The **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH** is the implementing agency of the Federal Republic of Germany for technical and international cooperation. It offers flexible, sustainable and effective solutions in political, economic and social change processes. Most of the work of GIZ is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). GIZ also operates on behalf of other German ministries as well as public and private bodies in Germany and abroad. These include the European Commission, the United Nations, the World Bank and governments of other countries.

Gender-Based Violence (GBV) is one of the most severe and widespread human rights violations. The GIZ program Partnerships for Prevention of Gender-Based Violence in Southern Africa (PfP) is a regional program that implements evidence informed and multisectoral GBV interventions in 5 countries in Southern Africa: South Africa, Lesotho, Namibia, Zimbabwe and Zambia. It addresses GBV on a broad scale and supports cooperation between government, the private sector and civil society to establish multi-stakeholder partnerships. The third phase of PFP will build on three pillars:

- ① Scaling up evidence-based GBV Prevention Flagships: Mainstreaming GBV prevention interventions in strategic sectors in all partner countries by upscaling successful evidence-based approaches from PfP I and II
- ① Private sector engagement: Creating a compelling business case that highlights the individual economic and social advantages of companies' potential involvement in GBV prevention measures. This involves presenting data and research that demonstrate the prevalence and impact of GBV on communities and economies.

- ① Regional Exchange: Facilitating engagement and exchange among stakeholders at regional level through close collaboration with the SADC Gender Unit. The regional character of the PfP is essential to promote good practices for GBV prevention and ensures cross-country exchange and learning in regional exchange formats.

#### **A. TASKS AND RESPONSIBILITIES:**

The Private Sector Engagement Advisor will provide strategic and technical leadership to design, implement, and scale economic and private sector-driven approaches to the prevention of gender-based violence (GBV). Drawing on an economics background, the Advisor will generate and apply evidence on the costs of GBV, business incentives, and market-based solutions, and will build effective partnerships with private sector actors to promote safer, more equitable workplaces, value chains, and communities.

#### **B. TASKS**

##### **1. Strategy and Technical Leadership**

- ① Lead the development of private sector engagement strategies for GBV prevention, grounded in economic analysis and evidence.
- ① Integrate GBV prevention into broader economic development, employment, and private sector development programmes.
- ① Provide technical advice on market-based, incentive-driven, and business-led GBV prevention approaches.

##### **2. Economic Analysis and Evidence Generation**

- ① Conduct and/or oversee economic analyses on the costs of GBV to businesses, sectors, and economies.
- ① Develop business cases for private sector investment in GBV prevention, including cost-benefit and return-on-investment analyses.
- ① Translate complex economic evidence into clear, actionable messages for private sector audiences.

### **3. Private Sector Partnerships and Engagement**

- ① Identify, engage, and build partnerships with private companies, business associations, investors, and financial institutions.
- ① Support the co-design of GBV prevention initiatives with private sector partners, including workplace policies, supply chain standards, and community-level interventions.
- ① Facilitate dialogue between private sector actors, civil society, and public institutions to align incentives and responsibilities.

### **4. Programme Design and Implementation**

- ① Provide technical inputs to the design of pilots and scalable models that leverage private sector capabilities for GBV prevention.
- ① Support implementation partners to embed GBV prevention measures in business operations, HR policies, procurement, and value chains.
- ① Ensure alignment with international standards, including human rights, labour, and gender equality frameworks.

### **5. Monitoring, Learning, and Adaptation**

- ① Develop indicators and frameworks to measure the economic and social impact of private sector-led GBV prevention initiatives.
- ① Support learning processes to assess what works, for whom, and under what conditions.
- ① Document and disseminate good practices, lessons learned, and innovative models.

### **6. Advocacy, Knowledge Sharing, and Thought Leadership**

- ① Contribute to policy dialogue and advocacy efforts on the role of the private sector in preventing GBV.
- ① Produce knowledge products such as policy briefs, guidance notes, and presentations tailored to business audiences.
- ① Represent the programme in technical forums, conferences, and high-level stakeholder meetings.

## **7. Networking and cooperation**

- ① Facilitate cooperation, regular contact and dialogue with and between implementing partners, as well as with other relevant governmental, non-government and private sector actors in the project environment
- ① Quality assurance: Assist his/her superior in the review and quality assurance of technical outputs and products, including strategies, frameworks, training materials and reports.

## **8. Knowledge management**

- ① Coordinate the monitoring, documentation and reporting on the project activities
- ① Feed lessons learned and gained knowledge into the GIZ and partner network
- ① Prepare appropriate input for PR materials, fact sheets and various programme reports including annual reports, and contributes to the other reports required by the programme manager and GIZ Head Office

## **9. Coordination/ administration tasks**

- ① Manage advisory work by consultants including preparation of procurement documents (e.g. terms of reference (TOR), evaluation grids), oversee the procurement process, provide technical oversight of implementation and quality assurance of deliverables.
- ① Work closely with, and report to, the Programme Manager for the day-to-day planning and execution of their tasks

## **C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES**

### **Qualifications:**

- ① Advanced university degree (master's or higher) in Economics, Development Economics, Public Policy, or a related field.

### **Professional Experience:**

- ① At least 7–10 years of relevant professional experience in economic analysis, private sector development, partnerships, or related fields.
- ① Demonstrated experience engaging with the private sector, including businesses, investors, or business associations.

- ① Proven experience working on gender equality, GBV, or social impact issues, preferably in development or humanitarian contexts.
- ① Experience in low- and middle-income countries; experience in Southern Africa is an asset.

#### **Other knowledge, additional competences**

- ① Strong analytical skills, including economic modelling, cost–benefit analysis, and impact assessment.
- ① Ability to translate economic evidence into persuasive narratives for non-technical audiences.
- ① Excellent partnership-building and stakeholder engagement skills.
- ① Strong writing, facilitation, and presentation skills.
- ① Ability to work across sectors and disciplines, including gender, economics, and private sector development.
- ① Fluency in English required. Knowledge of additional languages is an asset.

#### **Core Competencies**

- ① Strategic thinking and innovation
- ① Results orientation
- ① Partnership and collaboration
- ① Gender equality and human rights sensitivity
- ① Integrity and professionalism

#### **D. ADDITIONAL INFORMATION**

- ① The position will be based at the GIZ Offices in **Hatfield, Pretoria**.
- ① The contract period for this position is until is until 31 December 2028 with the possibility for extension.
- ① At GIZ, you will be offered 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.
- ① 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.
- ① GIZ would like to increase the proportion of employees with disability. Applications from persons with disabilities are most welcome.

## E. APPLICATION PROCESS

**GIZ will only assess applications which meet the following criteria:**

Suitable candidates should apply by submitting a

- ❖ **Cover Letter/Motivation Letter** in PDF format (**max. 1 page**) clearly detailing why they should be the preferred candidate and the value they will bring to work of the PtX Hub South Africa project.
- ❖ A detailed CV in PDF format (**max. 4 pages**), **indicating their nationality**.
- ❖ Proof of eligibility to work in South Africa (copy of SA ID).

**Please quote the job title in the email subject line as follows:**

- ① **Internal Applicants ONLY** should submit application to: [recruit-pretoria@giz.de](mailto:recruit-pretoria@giz.de) with the email subject line “**Application for Technical Advisor – GBV Prevention Economist (PfP III)** for the attention of Head of Human Resources – Dorothey Taaibosch.

**NB:** Applications from external applicants submitted to [recruit-pretoria@giz.de](mailto:recruit-pretoria@giz.de) **will not be considered.**

- ① **External Applicants ONLY** must submit their applications by following this link: <https://giz.simplify.hr/vacancy/n7xqtq> to be considered.

Closing date for applications: **06<sup>th</sup> of March 2025**

**Applications without a motivational letter will not be considered!**

**Only shortlisted candidates who meet the above requirements will be contacted!!**