

Salary Band 4T	Senior Technical Advisor – <i>Inclusive Hiring Lead</i> Seconded to the Presidential Youth Employment Intervention (PYEI).
Reports to:	Joint Reporting: Director PYEI / GIZ Component Manager
Duration	until 31 May 2027

BACKGROUND

The Presidential Youth Employment Intervention (PYEI) was launched in 2020 to address the youth unemployment crisis in the country. Its primary objective is to transition young people successfully from learning to earning. Given the structural nature of the barriers to youth unemployment and the urgency of the crisis, the President determined the need to actively drive and coordinate this intervention from the Presidency.

During the 6th administration, the PYEI established itself as a leading whole-of-government response to the youth unemployment crisis. Key achievements include the implementation of a national digital platform through the National Pathway Management Network (NPMN), which connected millions of young people to opportunities; the rollout of demand-led skilling programmes aligned to employer needs; the revitalisation of the National Youth Service (NYS) as a meaningful work and transition pathway; and the enablement of local ecosystems to support self-employment and enterprise development. These efforts were anchored in high-potential growth sectors, contributing to the creation of hundreds of thousands of opportunities for youth across public employment, formal jobs, and self-enterprising.

In the 7th administration, the PYEI will scale its efforts through a focused national strategy aimed at reducing youth unemployment by 10–20% by 2030. This approach is grounded in two overarching pillars: improving the coherence and strategic alignment of South Africa's Active Labour Market Programmes (ALMPs) and enhancing the design and impact of individual programmes. Operationally, the strategy is driven by five youth employment levels:

1. Inclusive hiring,
2. Unlocking jobs in sunrise sectors,
3. Enabling sustainable self-employment and supporting the informal economy,
4. Expanding public employment,

5. Improving pathway management through the NPMN.

Implementation will be coordinated through the PYEI which sits in the Project Management Office of the Presidency; and strengthened by partnerships with business, civil society, and local government thus ensuring systemic reform, practical delivery, and scaled opportunity creation for young people. The role will support the delivery of a key Presidency priority initiative and will involve high-level engagement with senior government, private-sector and development partner stakeholders.

GIZ supports the PYEI in the effective implementation of its strategy to facilitate income generating opportunities and employment pathways for young people in as set out in the respective pillars of its strategy.

The incumbent will be required to provide support to the PYEI for the duration of the contract and will be based between the GIZ Hatfield office and the NYDA offices. The incumbent will participate in relevant PYEI meetings and events as required by the PMO.

A. TASKS:

The Senior Technical Advisor – Inclusive Hiring Lead is expected to undertake the following

Oversee the implementation of Lever 1: Inclusive Hiring of Youth by driving systemic changes in hiring practices across the public and private sectors, with the objective of ensuring that all new entry-level jobs added to the economy are accessible to young people, without displacing older workers.

The role will focus on:

- Working with industry in reducing structural and behavioural barriers to youth hiring;
- Strengthening and aligning government incentives and regulations to favour inclusive hiring; and
- Mobilising employers to adopt youth-inclusive recruitment and retention practices.

Objectives of Lever 1

Lever 1 responds to evidence that youth employment has become increasingly decoupled from economic growth. Since 2008, the share of youth employed in the formal economy has declined significantly, despite growth in sectors where a large proportion of roles remain suitable for entry-level jobs.

Inclusive hiring is defined as prioritising young people for all new entry-level roles added to the economy, across both public and private sectors, without taking jobs away from non-youth workers.

If implemented at scale, this lever has the potential to:

Enable 700,000 to 1.36 million additional young people to access employment by 2030; and

Reduce the youth unemployment rate by approximately 5–10 percentage points.

Key focus areas include:

Inclusive hiring in the private sector, particularly in high-youth-absorbing industries such as finance and business services, wholesale and retail, tourism, construction, and community services; and

Inclusive hiring in the public sector, through vacancy audits, youth-focused recruitment pipelines, and managed generational renewal.

B. KEY RESPONSIBILITIES:

1. Policy and incentive alignment

- ❖ Support the review and reform of government incentive instruments (including DTIC incentives, Employment Tax Incentive, BBBEE codes, and YES) to maximise youth employment and inclusive supply-chain outcomes.
- ❖ Work with National Treasury, DTIC, DPISA, DHET and DEL to align fiscal, regulatory, and administrative levers in support of inclusive hiring.
- ❖ Provide technical inputs into Cabinet, cluster, and interdepartmental processes related to inclusive hiring reforms.

2. Mobilising Employer Behaviour Change

- ❖ Support the design and rollout of targeted employer mobilisation initiatives, including the Business-Government Partnership on Employment and related advocacy campaigns.
- ❖ Engage large employers, sector bodies, and SMMEs to identify barriers to youth hiring and co-design practical solutions.
- ❖ Promote evidence-based inclusive hiring practices, including alternative assessments, work-readiness support, proximity-based recruitment, and onboarding support for youth.

3. Public Sector Inclusive Hiring

- ❖ Support the implementation of public-sector inclusive hiring initiatives, including:
- ❖ Audits of entry-level vacancies below level 6;

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- ❖ Audits of entry-level vacancies below level 6;
- ❖ Centralised youth recruitment and placement mechanisms; and
- ❖ Pathways for interns, NYS participants, and graduates into permanent roles.
- ❖ Work with DPSA and line departments to align workforce planning, retirement policies, and graduate recruitment with youth employment objectives

5. Enabling Platforms and Intermediaries

- ❖ Strengthen the role of SA Youth and the NPMN as primary recruitment and matching platforms for inclusive hiring.
- ❖ Support the scaling of intermediaries that reduce hiring risk for employers and improve retention outcomes for youth.
- ❖ Promote alignment between inclusive hiring efforts and demand-led skilling, work-integrated learning, and outcomes-based funding mechanisms

6. Monitoring and Learning

- ❖ Track progress against inclusive hiring targets across sectors and programmes.
- ❖ Identify implementation bottlenecks and escalate systemic risks to the Presidency PMO.
- ❖ Capture lessons learned and support the replication of successful inclusive hiring models across sectors.

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications:

- ❖ An advanced degree is required in Public Policy, Development Studies, Economics, Education or Skills Development, Social Sciences, or another relevant discipline.

Professional Experience:

- ❖ At least 10 years' experience in public policy, management consulting, and/or economics.
- ❖ Strong understanding of government, labour market dynamics, youth employment policy, and employer behaviour.
- ❖ Experience working across government, business, and delivery partners
- ❖ Proven ability to manage complex, cross-cutting coordination processes.
- ❖ Strategic thinking and policy-to-implementation capability.

- ❖ Experience producing high-quality briefs, reports, and presentations for senior leadership.
- ❖ Demonstrated experience of working in a high-pressure team environment

D. ADDITIONAL INFORMATION

- ❖ The position will be based one day a week at the GIZ offices in Hatfield, Pretoria and one day a week at the NYDA offices. Flexible working arrangements are possible.
- ❖ The incumbent will be required to attend all relevant PMO and Lever related meetings
- ❖ Performance management and assessments will be jointly undertaken between the PYEI and GIZ.
- ❖ Monthly reports will be required to the GIZ for management and stakeholders, highlighting progress, challenges, and strategic direction to monitor the secondees activities and outputs.
- ❖ PYEI reporting to be completed as required.
- ❖ 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.
- ❖ 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 disabilities. Applications from people 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 PYEI 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).

- ① **Internal Applicants ONLY** should submit application to: recruit-pretoria@giz.de with the email subject line “**Application for Senior Technical Advisor – PYEI Inclusive Hiring Lead**” for the attention of Head of Human Resources – Dorothey Taaibosch.

NB: Applications from external applicants submitted to 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/p2adk1> to be considered.

Closing date for applications: **10th of July 2026**

Applications without a motivational letter will not be considered!

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