

VACANCY ANNOUNCEMENT

Reference #	084/07/2026/CM/PAM_IGSSP/NewDelhi
Project	PAM - Partnerships for development-oriented vocational training and labour migration & Skilled Labour Fund / IGGSP Indo – German Green Skills Programme
Position	Component Manager
Band	Band 4
Location	New Delhi

To apply click on the link: <https://www.giz-jobs.com/india/>

Documents to be submitted:

- CV and a statement of suitability for this position
- A maximum of 2 pages note on one of the topics given below:
 - How would you respond and communicate if curriculum development, company engagement and language training were significantly delayed six months into implementation?
OR
 - How would you prioritise project activities when financial and human resources are limited? Briefly explain your main criteria.
OR
 - What would be needed that dual TVET in India would become attractive and sustainable for youth as well as enterprises? In which sectors could it work best and why?

Last Date of Application: 12th August 2026

A. About GIZ India

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

B. Project Background

This vacancy announcement is for a professional role that encompasses two significant projects: the Global Programme “Partnerships for Development-oriented Vocational Training and Labour Migration (PAM)” in India and the develoPPP initiative “German-Indian Apprenticeship Partnership: Technical Vocational Education for SMEs”.

PAM India develops fair, development oriented mobility pathways between India and Germany. In partnership with IGGSP, it strengthens Indian TVET institutions to meet German/international standards, supports recognition of qualifications, and pilots fair apprenticeship mobility models. Measures include transparent selection, German language and integration preparation, soft skills/interview training, employer matching, visa and recognition support, and capacity building—with a focus on green occupations and opportunities for women.

The develoPPP project aims to enhance the employability of Indian trainees for German and Indian SMEs. To achieve this, partners will establish a scalable model for German dual vocational education within Tamil Nadu’s VET system, focusing on quality, labor market relevance, and practical training orientation.

A training center in Chennai will serve as a pilot hub for implementing German dual curricula, workplace-based learning, and comprehensive Train-the-Trainer (ToT) and Teach-the-Teacher (TTT) programs. It will also incorporate standardized assessment and quality assurance procedures, digital learning documentation, and language courses. A key element is the Ausbildungspatenschaft (training sponsorship) approach, fostering long-term partnerships between German companies and Indian trainees. This sustainable model engages trainees, in-company trainers, and state polytechnic institutions, while involving German SMEs as long-term partners in the training process.

C. Responsibilities

- Lead the implementation and management of the PAM India component and Skilled Labour Fund/develoPPP projects, ensuring strategic integration into national policies, the GIZ country portfolio, and delivery of high-quality, compliant project results.
- Provide technical leadership and coordination for national support staff and serve as the primary interface with PAM Germany, Skilled Labour Fund/develoPPP teams, IGGSP, and private sector partners.
- Develop and strengthen partnerships and mobility pathways by building sustainable India–Germany cooperation in TVET, fair labour migration and apprenticeship mobility with government, private sector, civil society, diaspora organisations and academia.
- Ensure effective project management, monitoring and quality assurance, including planning, budgeting, monitoring, evaluation, risk management, compliance, safeguarding, and knowledge management.
- Lead communication, stakeholder engagement and institutional cooperation, promoting project visibility, documenting lessons learned, and supporting the scaling and institutionalisation of successful approaches.

D. Core Scope of Tasks

The position holder is responsible for:

Project Management, Coordination, Advising

- Lead the implementation of the PAM India component and Skilled Labour Fund/develoPPP projects, ensuring timely, high-quality and sustainable delivery.
- Develop annual and operational work plans, results frameworks and implementation schedules.
- Manage project budgets, procurement, contracting and financial administration in compliance with GIZ regulations.
- Monitor project progress, quality, risks and timelines, and implement Monitoring, Evaluation and Learning (MEL) systems, including indicator tracking, baseline studies and lessons learned.
- Ensure compliance with GIZ standards on safeguarding, environmental and social safeguards (S&E), LNOB principles, data protection and project documentation.
- Coordinate institutional stakeholders to strengthen the integration of project approaches into the vocational education system and support future scaling.
- Support institutionalisation through capacity development for government partners and implementing organisations.
- Develop transfer packages, training curricula, intercultural modules, manuals and assessment tools to enable replication and sustainability.

Partnerships, Communication and Stakeholder Engagement

- Establish and manage strategic India–Germany partnerships in TVET, skills development and fair labour migration across government, private sector, civil society, diaspora organisations and academia.
- Support the coordination and engagement of political and institutional stakeholders to strengthen the institutional anchoring of the project approach within the TVET system in Tamil Nadu, Maharashtra, Telangana and Karnataka and facilitate future scaling.
- Advise project partners and applicants on vocational training pathways, apprenticeship opportunities in Germany, fair labour migration, visa procedures and career prospects.
- Contribute to the development and delivery of Training of Trainers (ToT) and Training of Technical Trainers (TTT) programmes.
- Support the adaptation of curricula, training materials and technical and intercultural bridging modules based on needs assessments and local requirements, including the development of transfer packages, training manuals and assessment tools.
- Support the implementation of fair, transparent and ethical recruitment processes.
- Promote synergies with related GIZ programmes and initiatives (e.g. Green Skills Programme) to maximise project impact and sustainability.
- Support capacity development of DoTE staff, staff of Don Bosco Training Institute Mumbai, and of SIICs and other implementing partners to strengthen institutional capacities and ensure effective project implementation.
- Contribute to the local scaling and institutionalisation of successful project approaches through continuous engagement with relevant partners and institutions.

Communication, Monitoring and Knowledge Management

- Prepare regular progress updates, activity reports and monitoring data for project management and donor reporting.
- Support the implementation of Monitoring, Evaluation and Learning (MEL) activities, including baseline studies, indicator tracking, impact monitoring and documentation of lessons learned.
- Develop communication and visibility materials, including success stories, presentations and media content.
- Coordinate internal and external communication with project partners, GIZ teams and stakeholders in India and Germany.
- Support project visibility, stakeholder engagement and knowledge management, including dissemination of good practices and recommendations for scaling and replication.

E. Required Qualifications, Experience and Competencies

- 10-15 years of professional experience in a comparable position, with excellent project and budget management skills
- Sound expertise in at least one of the following themes: labour migration; international recognition of professional qualifications, vocational education and training, cooperation with the private sector, public-private partnerships.
- Long experience in working with stakeholders from government, the private sector, educational institutions and civil society; experience facilitating public–private partnerships is an asset.
- Excellent, proactive professional communication, networking and interpersonal skills; strong diplomatic and negotiation/ counselling skills.
- Very good knowledge of English and Hindi.
- Excellent command of common IT applications (Microsoft 365/Teams); affinity for agile methods and digital collaboration tools, methodological skills.
- High learning agility, resilience, and a proactive, accountable working style; willingness to travel within India and occasionally to Germany.
- Proactive attitude towards working flows and willingness to assume responsibilities.
- Empathy, team spirit, gender and intercultural competence.

- First-hand experience as technical lead will be an asset.
- knowledge of German (or another major Indian language) will be an asset.

F. Location: New Delhi

G. Duration of the contract: until June 2028

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.