

Salary Band 4	Senior Technical Advisor - Employment Support Through skills Development Output 3 & 4
Reports to:	Component Manager
Duration:	Until August 2028

1. BACKGROUND

The **Career Path Development for Employment (CPD4E)** project aims to improve the employment prospects of young people in South Africa in a sustainable, increasingly decarbonised economy. The project applies an integrated employment promotion approach to support young people to gain access to employment and income generation opportunities in sectors relevant for a just transition towards a green economy.

The project's core areas are guided by this integrated approach:

- 1) Framework conditions: Strengthening of the systemic ability to react and innovate in order to develop/improve employment potential of just transition and to promote just transition in the vocational training system. For this purpose, e.g., innovative funding approaches like impact-based financing and cooperation models can be identified or developed, implemented and scaled and the necessary capacities in the state, economy and civil society can be further developed (Output 1).
- 2) Demand side: Support for employment-oriented companies in the context of just transition to strengthen their competitiveness, open up growth prospects and increase their demand for qualified workers. Possible support programmes might include cooperation models between larger companies and MSMEs (e.g. the organisation of subcontracting), the integration of MSMEs into networks along renewable energy value chains or the further development and stabilisation of IRM approaches to unlock job creation. (Output 2).
- 3) Supply side: Further development of demand-oriented vocational education and training that is responsive to the just transition skills requirements, so that the employability of graduates is consistent with labour market demand (Output 3).

- 4) Matching: Promotion of self-employment interventions and active labour market policy instruments, especially for girls and young women specifically related to emerging employment opportunities in sustainable and low-carbon footprint sectors of the economy (Output 4).

Across all outputs, the project places great value on addressing gender-specific disadvantages for girls and young women and bring this to bear in the gender-sensitive design of activities and by ensuring that a large number of girls and women take part in the activities.

On the German side the CPD4E is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) co-financed by the Swiss State Secretariat for Economic Affairs (SECO) and the European Union. The project is part of the TVET, Skills Development and Employment Cluster.

The CPD4E team requires the expertise of a dynamic, independent working team player who enjoys designing and co-creating new interventions, who is interested in forming sustainable project and partner structures, and who at the same time has experience in setting up contracts and tenders and engages in administrative tasks.

Up to 50% of the incumbents time will be allocated to a Team Europe Initiative (TEI). This will be in the form of a Grant agreement to the CSIR in support of the battery value chain.

A. RESPONSIBILITIES

1. Technical Responsibility

- Responsible for the joint **development, planning and the implementation** of Output 3 and 4, of the CPD4E project and the performance of the underlying processes.
- Establish and **strengthen channels of collaboration and communication** by building effective working relationships with relevant stakeholders, including experts and policymakers.
- **Initiate, develop, support and manage the implementation** of the CPD4E cooperation in regards to the respective outputs with different stakeholders, implementation partners and the private sector to support skills development and employment;
- Design, plan and steer the implementation of output measures and activities like trainings for the different target groups. Contributes to the technical design of measures / terms of reference and activities and ensures the quality of

implementation also by external resources / service providers contracted by performance contracts or financing agreements.

- Responsible for the achievement of the target indicators of Output 3 and 4, and monitoring and reporting of the achievement and knowledge management accordingly and in time with the reporting cycles.
- Contributes to the financial planning and reporting and adjustment if necessary, according to GIZ-standards and rules and regulations in cooperation with the component manager, implementation manager and the Finance and Administration Officer.
- Represents the CPD4E project in targeted, relevant platforms, meetings and events nationally and internationally.
- Support and guide the development and implementation of the TEI OP-VET grant project. This role involves technical advisory, stakeholder engagement, and capacity building to ensure the successful execution and sustainability of the initiative.
- The advisor will work closely with the grant recipient(s) and various further stakeholders in the battery sector
- Support the grant recipients in the successful implementation of the OP-VET approach
- Serves as the Country Technical Advisor contact person to the TEI OP-VET team in HQs

2. Project management and coordination

- Coordinates and assists in preparing and conducting project activities and carries out other activities required for implementing these components relevant output area.
- ssists the project with all organisational and management issues
- Regularly consults with the component manager and officer responsible for the contract and cooperation on project activities
- Helps identify the needs of government institutions and NGOs
- Participates in formulating project action plans and helps synchronise the planning and budgeting system and counterparts.
- Steering and management of the performance of contractors and external consultants / consulting firms and initiatives receiving finance / grant agreements contributing to the achievement of the target indicators of the output areas, site visits.

- Cooperation with other projects within GIZ and beyond for a sustainable and impact-oriented cooperation.
- implementing daily operational aspects of all issues related to the project
- Perform other duties and tasks at the request of management.

3. TASKS

The following tasks and key activities fall under output 3 and 4:

The role will support new and emerging green occupations, including the battery value chain including mineral beneficiation and green hydrogen.

- Oversee the grant funding support to the CSIR for the curriculum development of beneficiation of Manganese as well as implementation of the programme in two companies within the skills development zones.
- The placement of students will also be supported through the CSIR intervention.
- Identification of qualification requirements for green occupations
- Support the QCTO qualification development processes associated with new technologies in the battery value chain
- Instructional design of programmes in battery development and hydrogen programmes from curriculum design, lesson planning and lecturer preparation for implementation.
- Coordination of interventions to support capacity development for TVET staff
- Exchange processes between training providers to scale developed qualifications
- Coordination of professional and didactic training of teachers and in-company trainers
- The incumbent will be responsible for participating in all the activities above but will have a specific focus on working with the TVET Colleges and private providers who will introduce new JET programmes.
- Contribute to employment promotion and placement of students through strengthening pathways from learning to earning.
- This will include all aspects of programme delivery including supporting the facility set-up, supporting lecturer development and seeking host employers for students.
- The incumbent may not need to do the training him / her self but find the relevant experts to support the process.

- The objective ultimately is to ensure that training and development leads to student placement and/ or job creation.
- Report regularly and closely coordinate the activities with the HQ Technical advisor of the OP- VET Team
- Participate in meetings of the OP-VET Team
- Coordinate with the grant recipients and internal/external stakeholders to ensure alignment and support for the project.
- Assist with focusing on the OP-VET approach during implementation, providing guidance and support with private sector engagement where appropriate
- Support in a gender sensitive and/or gender transformative approach
- Closely coordinate the activities with key stakeholders, such as the EUDs, national government agencies, private sector partners

4. REQUIRED QUALIFICATIONS, COMPETENCES AND EXPERIENCE

Qualifications:

- A graduate university qualification in either Development studies, Engineering studies, Education or Business.

Professional Experience:

- Qualification should be enhanced by 10 years' relevant working experience with a good understanding of the following:
- Experience and knowledge of the South African QCTO and SETA system.
- Familiarity with the TEA, MQA, Chieta, EWSETA or MerSeta will be an advantage.
- Understanding of mining and battery value chain will be an advantage.
- Experience and knowledge of the South African TVET ecosystem and the training system.
- Knowledge and understanding of qualification design processes.
- Understanding of instructional design processes.
- Understanding of skills supply and demand principals.
- Experience and knowledge of the South African energy environment and the renewable energy agenda will be an advantage.
- Familiarity with and understanding of skills requirements and growth areas in the South African economy.
- Ability to engage in multiple stakeholder processes, especially those involving private and public sector collaborations in the skills development sector.

- Knowledge of and experience with principals and standards of contracts and tenders with the public and private sector is of advantage.
- Strong project management skills, able to break up complex deliverables into manageable plans with realistic tasks.
- Ability to work as part of a team and independently in a structured, methodical manner.
- Experience within the context of international development cooperation is an advantage.
- Excellent writing and communication skills, fluency in English.

Other Knowledge, Addition Competencies

- Strong interpersonal, intercultural and communication skills;
- Self-driven, quick to learn, flexible and highly motivated;
- Flexibility and mobility: if required readiness to travel (national / international) and to have flexible working hours; driving license;
- Relevant ICT skills (Microsoft Office including MS Teams, Outlook; SharePoint; etc.).

5. ADDITIONAL INFORMATION

- The position will be based at the **GIZ Offices in Hatfield, Pretoria**.
- The contract period for this position is until **31 August 2028** with a possible extension.
- 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.

6. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting a

- **Cover Letter/Motivation Letter** in **(max. 1 pages)** clearly detailing why they should be the preferred candidate and the value they will bring to work of the Career Path Development for Employment (CPD4E) project.

- A detailed CV (**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 – Employment Support Through Skills Development – Output 3 & 4**” for the attention of Head of Human Resources – Dorothee 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/vejuul> to be considered.

Closing date for applications: **16th of July 2026**

Applications without a motivational letter will not be considered!

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