

Position	Technical Advisor - Regional Coordinator for Cocoa Sustainability in Ghana and Nigeria
Place of Assignment	Accra, Ghana
Initial Contract Period	2 Years
Report to	Component Manager
Application Deadline:	06.07.2026

About GIZ

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) - is a public-benefit federal enterprise working in more than 100 countries worldwide. We work on behalf of the German Government and support public and private sector clients in a wide variety of areas, including economic development and employment, energy and environment, and peace and security. Our activities cover three priority areas: Energy and Climate, which deals with renewable energy and energy efficiency; Training and Sustainable Growth for decent Jobs; and Peaceful and Inclusive Societies, which focuses on good governance.

Cocoa production faces considerable challenges. About 90 to 95 % of cocoa is grown by smallholder farmers on an average cultivation area of two to five hectares. Especially in West Africa, the main cocoa growing region, the working and living conditions of cocoa farmers and their families are difficult and the incomes of most cocoa farming families are below the internationally defined poverty line. Poverty is thus a major challenge in the cocoa sector. Other challenges are child labour, the loss of forest areas due to cocoa cultivation, and respect for human rights along the supply chain.

The Regional Coordinator will support an international food company and major buyer of cocoa (“Company”) in the management and verification of supply chain sustainability. Considering the aforementioned challenges, the company, which sources cocoa principally from Côte d’Ivoire, Ghana and Nigeria, has implemented a range of measures to help bring about positive change across its cocoa supply chain. Among these measures is the application of a minimum due diligence to all Tier 1 suppliers. Additionally, support is provided to farmers and communities through an integrated programme closely aligned with the pillars defined by the World Cocoa Foundation’s Pathway Strategy (namely (i) improving farmers’ livelihoods, (ii) protecting children’s rights, and (iii) safeguarding natural capital). A range of supply chain stakeholders as well as other partners – including direct suppliers, farmer groups, and NGOs – are heavily involved in reaching company goals.

A sound and comprehensive system for monitoring and evaluation (M&E) of these wide-ranging sustainability efforts is paramount to ensure the effectiveness of implemented programmes and initiatives. To strengthen existing approaches for M&E, the company commissioned GIZ to support in the management and verification of sustainability programs implemented in company cocoa supply chain in West Africa (mainly Nigeria and Ghana) by company partners and suppliers. The coordinator’s role also entails ensuring compliance with due diligence, identifying synergies with other organization’s sustainable cocoa activities, and follow evolving best practices in relevant areas.

Main tasks of the coordinator

Core Tasks

This coordinator role has the objective to support the Company's responsible cocoa sourcing manager based at the headquarters in the management and verification of the sustainability programme implemented in the cocoa supply chain in West Africa and to ensure compliance with due diligence. The coordinator will cover Ghana and Nigeria and be based in Accra, Ghana. The position entails frequent travel to cocoa producing regions in Ghana and Nigeria.

The coordinator is responsible for the following:

Company sustainability program implementation, data analysis, and due diligence

- Lead the coordination of company sustainability related investments and sustainability activities “on the ground”.
- Conduct regular field visits to maintain close contact with suppliers and farmer groups to ensure project progress, compliance and due diligence.
- Support compliance with the Company's due diligence process.
- Support independent audits to guarantee supply chain compliance.
- Support the organization of field trips with the Company's internal and external stakeholders.
- Collect and verify data from suppliers and ensure their traceability.

Company sustainability program monitoring, reporting and communication activities

- Organize regular meetings with the Company's local suppliers to monitor status and progress project implementation against agreed targets.
- Monitor and support suppliers in understanding and navigating reporting systems and programme requirements (Transparency, EUDR, Program Pillars).
- Ensure internal reporting documents are consistently maintained and kept up to date.
- Track suppliers to enforce transmission deadlines and ensure timely data submission.
- Assess and verify the quality and accuracy of reported data in compliance with contractual targets.
- Provide regular update reports to the Company's responsible cocoa sourcing manager.
- Support the preparation of responsible sourcing material for meetings with internal and external stakeholders.
- Support the collection of relevant content (e.g., pictures, videos, testimonials) for communication materials.
- Support the organization of field trips with internal and external stakeholders.

Local stakeholder management

- Participate in relevant local meetings and events representing the Company.
- Manage relationships with key stakeholders at local level.

Innovation and risks assessment

- Monitor innovation, risks, and opportunities in the West African cocoa sector.
- Collect insights and information on relevant trends and best practices, and on risks and opportunities in the cocoa sector in West Africa.

- Develop suggestions on how to improve operationalization of relevant sustainability topics such as agroforestry, zero deforestation, or living income.
- Identify potential synergies with third party existing or planned sustainable cocoa programmes.

Your Profile

- University qualifications and/or training in agriculture / agroforestry / supply chain-related fields.
- Fluency in English.
- Good ability to build relationships with diverse actors and good communication skills.
- Structured and independent way of working.
- Ability to handle, organize, and report large amounts of data.
- Proven experience in working with Excel.
- Minimum 5 years of experience in working with the cocoa supply chain and/or with cocoa companies in Nigeria or Ghana with link to sustainability.
- Minimum 2 years of experience of reporting in a corporate context.
- Existing network in the Ghanaian and Nigerian cocoa sector.
- Willingness for frequent domestic and regional travel.

Desirable qualifications

- Experience in the implementation and / or evaluation of due diligence processes in the cocoa sector (or similar sectors, e.g. coffee).
- Experience in monitoring and evaluation of sustainability related projects and programmes in the cocoa sector (or similar sectors as coffee).
- 2 years of experience with farmer or community development projects in Nigeria or Ghana.
- Expertise in relevant cocoa sustainability program activities: M&E, farmer income, child labour, women empowerment, agroforestry, etc.

Interested and suitable applicants are to forward their Curriculum Vitae (C.V.) and a one-page cover letter stating their motivation to the position and added value to the project to recruitment-ghana@giz.de quoting the **Job Code 2026/RCWA/22/07**. If you do not hear from us four (4) weeks after the deadline, please consider your application unsuccessful.

GIZ is an equal opportunity employer committed to diversity. All qualified candidates regardless of age, sex, ethnicity, race, and religion are encouraged to apply.

 **Closing date:** 20.07.2026