



## Vacancy Announcement #191/2023

### Gender Equality Advisor – GIZ AU Office

**Contract duration : 30.06.2026**

**Application deadline: 15.12.2023**

**Duty station: Addis Ababa**

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a global service provider in the field of international cooperation for sustainable development dedicated to shaping a future worth living around the world. As a public-benefit federal enterprise, GIZ supports the German Government – in particular, the Federal Ministry for Economic Cooperation and Development (BMZ) – and many public and private sector clients in achieving their objectives in international cooperation in around 120 countries.

Since 2004, GIZ has been a reliable and trusted partner of the African Union (AU) to enhance inclusive growth and sustainable development on the African continent in line with the AU's [Agenda 2063: The Africa We Want](#). With more than 225 staff, [GIZ African Union](#) cooperates with the AU Commission, as well as the AU's specialized institutions and agencies, such as the Development Agency AUDA-NEPAD, at continental, regional, and national levels in more than 35 member states. Key areas of engagement include Peacebuilding and Conflict Prevention, Governance and Migration, Regional Economic Integration, as well as Pandemic Prevention, and Health.

The GIZ African Union Office headquartered in Addis Ababa, Ethiopia with further staff based in South Africa, Ghana, and Germany provides services and support in the areas of procurement, financial management, events and travel, human resources, internal operations, communication and portfolio management to all GIZ programmes and projects that are implemented in partnership with the African Union.

One of the projects in the GIZ-AU Portfolio, under the key area of Governance & Migration, is the project African Women Advancing Rights and Empowerment (AWARE). Through a gender-transformative and human rights-based approach, the AWARE project aims to support AU and continental civil society/women's organisations & networks in the implementation of measures that promote human rights and women's empowerment in Africa.



## Responsibilities and Tasks

### A. Overall Responsibilities

GIZ is seeking a qualified candidate for the following position:

#### Gender Expert

Are you passionate about women's empowerment? Are you an experienced Gender Expert, with in-depth understanding of how to design and program for gender transformative approaches in development cooperation? Have you worked on women's representation in the political and economic spheres at national, regional or continental levels? Do you enjoy working in culturally diverse teams? If yes, then please consider this vacancy.

### B. General Tasks

- Provide technical support to Project partners on gender transformative programming.
- Support the implementation of Partner's strategies in advancing women's empowerment.
- Conceptualize and design capacity building measures for Project stakeholders to strengthen their implementation capacities.
- Co-design and manage grant agreements with selected African CSOs and Networks to facilitate the implementation of continental measures on women's representation in the political and economic spheres in Africa.
- Draft reports for commissioning partners and contribute to the development of knowledge products for the Project and Partners.
- Manage and nurture cooperation with and among relevant Project Partners, strengthening implementation of joint initiatives and measures.
- filed correctly and following up with team members when information is missing.
- Occasional drafting of concept notes on thematic areas for internal reflection and/or in preparation for Commissioning Partner requests (such as project updates, briefs or factsheet content)

## Required qualifications, competencies, and experience

### Qualifications

- Master's degree in international law, Human Rights, Social Sciences, Development Studies or related fields, with a focus on Gender.

### Professional experience

- At least 5 years of experience working on women's empowerment, with demonstrable experience working on women's representation in political and/or economic spheres.
- Experience working in development or international cooperation in Africa
- Demonstrable Experience working with African CSOs and networks on women empowerment.
- Experience working with an inter-governmental organization such as AU or UN and/or regional organizations is preferred.



## Other knowledge, additional competencies

- Strong organizational, planning, and self-management competencies
- Experience in managing several complex work processes simultaneously whilst ensuring quality of work/deliverables
- Expertise in negotiation and cooperation; strong intercultural competence
- Proven ability to work collaboratively, with a focus on joint results
- Exhibits conscientiousness, integrity and loyalty
- Understanding of development cooperation and international cooperation
- Willingness to upgrade skills as required by the tasks to be performed
- Excellent writing, reading and speaking of English. Other AU languages are an asset.
- Readiness to travel to partner locations and event locations, when required
- Very good working knowledge of ICT technologies (related software) and computer applications (e.g. MS Office)





### Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their non-returnable recent CV via [hreth@giz.de](mailto:hreth@giz.de)

#### Note:

Please make sure you mention the Vacancy Number '**Gender, Equality Advisor #191/2023**' in the subject line of your email application.

Due to large number of applications, we categorise applications with the vacancy numbers.

Applications without vacancy numbers in subject lines might not be categorized in the appropriate folder and could be disqualified.

*Only short-listed candidates will be contacted.*

*We encourage persons with disabilities to apply for the position. In case of equal qualification, persons with disabilities will be given preference.*

*Applications from qualified women are encouraged.*

*"Please refer to our [brochure](#) to learn more about GIZ's attractive benefit package."*

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