

Salary Band 4	Advisor Vocational Training & Labour Market
Reports to:	Project Manager – Build4Skills
Duration:	Until 31 May 2025

1. BACKGROUND

Vocational training systems, globally, often lack alignment with industry needs. Graduates may be formally certified, but often have had little to no exposure to the workplace they have been trained for.

Companies find they must provide additional training to compensate for this, which involves making investments, undermines trust in the performance of public training institutes, and makes entrepreneurs reluctant to hire young trainees without work experience. Formal state certificates lose their value if the holders have only a tenuous grasp of the skills their certificate attests.

Build4Skills is a globally operating project funded by the **German Federal Ministry for Economic Cooperation and Development (BMZ)**.

The Asian Development Bank (ADB) and GIZ have formed a strategic partnership united in the belief that infrastructure measures hold an untapped potential for work-based training. By combining TVET measures, inspired by the **German dual training system**, and ADB's strong engagement in infrastructure, Build4Skills demonstrates how inter-agency cooperation addresses the prevalent lack of industry-driven, practical vocational training. Build4Skills is operating small-scale pilot interventions in Pakistan and Mongolia.

As of June, we are expanding our operations to Kenya, Senegal and South Africa. We intend to cooperate with the **African Development Bank (AfDB)** and other investors in construction measures to promote workplace-based training. Join our team and help us transform construction sites into training sites.

A. ABOUT THE POSITION

Build4Skills is looking to fill a position to support in the implementation of its activities such as workplace-based training on AfDB funded construction sites.

The successful candidate will combine technical know-how with a strong track record of project management in a fast-paced, results-orientated, partner-focused environment. Joining the GIZ Build4Skills team in its Pretoria premises, you will:

- Understand and analyse partner needs and objectives in the context of the South African TVET sector.
- Support the design and implementation of Build4Skills activities related to workplace-based training and skills development in technical vocations.
- Build and maintain partnerships with key international and local stakeholders.
- Assist in maintaining the relationship and partnership with AfDB by providing technical assistance.
- Assist and facilitate the successful completion and project management.

B. RESPONSIBILITIES AND TASKS

The Technical Advisor for Build4Skills is required to undertake inter alia the following tasks:

- Assist the Build4Skills Team in setting up its operations in South Africa
- Assist in designing activities to be conducted in consultation with the South African counterparts
- Establish and maintain good work relations with potential partners
- Liaise with other GIZ projects and country office on relevant project activities
- Advocate for workplace-based training with companies and assist in designing training measures on AfDB infrastructure sites
- Assume the role as a communication focal point and ensure the project's visibility on social media
- Assist in generating data to monitor the project's impact
- Compose reports on demand basis

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCE

Qualifications

- University degree (masters preferred) in one of the following fields: education, development studies, business administration, project management, employment or equivalent.

Competencies and Professional Experience

- 5 to 8 years of professional experience preferably in the vocational training sector [policy or corporate]
- Sound knowledge of South Africa's TVET system
- Ability to advocate for workplace-based training
- Experience of working in international development organizations is desirable
- Excellent communication skills

- Sound interpersonal skills
- Ability to work in a diverse, multinational team
- Capacity to work under high pressure and against deadlines
- Highly motivated and eager to learn
- Proficiency in English

D. ADDITIONAL INFORMATION

- This position is based at **GIZ in Hatfield, Pretoria.**
- The contract period for this position is until **31 May 2025 in line with the commissioning period of the project.**
- For more information on GIZ-Build4Skills, please visit our project page:
<https://www.giz.de/en/worldwide/75066.html>

E. APPLICATION PROCESS

Suitable candidates should apply by submitting a **motivation letter (max. 2 pages)** detailing why they should be the preferred candidate and the value they will bring to the work of Build4Skills. This should be accompanied by a **detailed CV indicating their nationality to:** recruit-pretoria@giz.de with job title quoted on the email subject line “**Advisor Vocational Training & Labour Market**” for the attention of **Head of Human Resources.**

Closing date for applications: **01st of July 2022.**

Only shortlisted candidates will be contacted.

Applications without a motivation letter will not be considered!