

Senior Disability Advisor - to be seconded to the African Union Commission – Division for Social Welfare, Drug Control and Crime Prevention

Position	Senior Disability Advisor
Place of Assignment:	Addis Ababa, Ethiopia
Salary Band	GIZ salary band 4 (AU P3).
Initial Contract Period:	1 March 2025 – 31 October 2028
Application Deadline:	30 January 2025

About GIZ

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 200 staff, [GIZ African Union](#) cooperates with the AU Commission, as well as the AU's specialised institutions and agencies, such as the Development Agency AUDA-NEPAD or the African Commission on Human and Peoples' Rights (ACHPR), at continental, regional and national level in more than 35 member states. Key areas of engagement include Peacebuilding and Conflict Prevention, Governance and Migration, Sustainable Economic Growth and Employment, Just Transition as well as Health and Social Development.

The jointly implemented regional project 'Boosting the Rights of Individuals with Disabilities in Africa (BRIDGE-Africa)' is part of the GIZ Regional Projects in Africa. It focuses on institutional strengthening and developing the capacities of federations of organizations of persons with disabilities on the African continent towards increased and strengthened participation in development processes. In addition, the project supports the African Union Commission in advancing disability-inclusion through the implementation of strategic programs and frameworks in line with the African Disability Protocol.

The project addresses intersectionality, supporting the participation and empowerment of women and youth with disabilities through their umbrella organizations. The project also looks at disaggregated datasets, information exchange and statistics and supports furthermore African partners in the participation at the Global Disability Summit in 2025.

This job offer concerns a seconded position from the GIZ to the AUC. The position includes a working space at the AUC-DHHS office in Addis Ababa for the complete period of employment. Entitlements are in accordance with the GIZ employment contract.

Core Tasks

As a seconded advisor to the AUC, you are:

- Establishing a trustful relationship with the AUC while serving the regional project BRIDGE and being hired under a GIZ line management
- Participating in meetings of the steering structure of the BRIDGE project
- Advising and supporting the AUC-DHHS, Division for Social Welfare, Drug Control and Crime Prevention, especially through:
 - Policy development and implementation: Driving the implementation of disability-inclusive policies under the African Disability Protocol and other relevant AU policy documents and frameworks
 - Coordination of project activities: Ensuring alignment of the activities under the BRIDGE-Africa project with the African Union's Disability Strategic Framework and other relevant AU policies and frameworks; align reporting processes with the AU Gender Observatory
 - Coordinating initiatives with the African Human Rights Organs, such as the African Commission on Human and Peoples Rights (ACHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) and the Pan African Parliament (PAP)
 - Stakeholder engagement: coordination and cooperation with Member States (MS), Regional Economic Communities (RECs), international development partners and civil society organizations; fostering partnerships, networking, information sharing and a platform for pooling experts and capacity building expertise
 - Advocacy and capacity development: contribute to the improvement of the Africa-wide information-sharing, promoting ratification and implementation of the African Disability Protocol, contribute to harmonization of reporting-mechanisms
 - Knowledge Management and Dissemination: document and share best practices, success stories, innovative initiatives and challenges from project activities; maintain a repository of data and resources related to disability-inclusion projects
 - Monitoring, evaluation and reporting: document progress and participate in the results-based monitoring of BRIDGE-Africa; develop tools to monitor and evaluate the impact of disability-inclusion in projects; prepare policy briefs, recommendations for the Head of AU Division
- Cooperating with relevant German Development programs at regional level and in relevant African Member States
- Supporting capacity development of continental and regional civil-society stakeholders
- Representing the BRIDGE-Africa project in national, regional and international events

Your Profile

Educational Background:

- University degree (at least Master or similar) in a relevant field such as disability inclusion studies, international law, human rights, international development, social-, political- or education sciences

Work experiences:

- A minimum of 8 years of work experiences, out of which at least 5 years in international disability-inclusive development or application of international human rights especially for persons with disabilities
- At least 3 years of experience working with the African Union Commission or other AU institutions
- Comprehensive knowledge of AU Disability frameworks, policies and AU Charters, current trends in disability inclusion and/ or disability rights' implementation
- At least 3 years professional experience within or in close cooperation with multilateral- and/or bilateral development partners
- Experience in working with high political visibility

Skills and competences:

- Very strong communication skills in speaking and writing
- Very good analytical and strategic skills
- A good understanding of the responsibilities and challenges in a seconded position
- Professional enthusiasm, team spirit, independent working style, excellent
- Strong project management and self-organizing skills
- Diplomatic competence, gender-sensitivity and awareness on intersectionality
- Proficiency in drafting technical and policy documents
- Excellent English is a prerequisite; good command of another official AU language is an additional asset

The position is based in Addis Ababa. Readiness for travel within Ethiopia, to other African countries as well as Europe is a prerequisite. The position is open to nationals of AU member states.

How to apply

The application should include

- a motivational letter / letter of application,
- a recent CV with emphasis on similar assignments, including at least three referee contacts.



Applications should be submitted via email to hr_au@giz.de with the subject line “**Seconded Advisor on disability inclusion – Your Name**”.

Closing date for applications: **30th January 2025, midnight EAT**. Only Shortlisted Candidates will be contacted.

GIZ is an equal opportunity employer and welcome applications from individuals regardless of gender, disability, race, ethnicity, religion, age, or any other protected characteristic. We embrace diversity and believe that inclusivity in the workplace is essential to our success and we are committed to creating a work environment where all employees are valued and respected. Due to the specific mandate of the project, applications from professionals living with disabilities are especially encouraged.