



Vacancy Announcement #116/2024

Social Protection Advisor - Sustainable Industrial Cluster II

Contract Duration: December 31, 2025

Application deadline: 24/10/2024

Duty station: Addis Ababa

1. Background

The Government of Ethiopia (GoE) implemented several reforms that have opened considerable opportunities for investments in the economy and adapted private sector-led economic growth as one of the strategic pillars for economic development. The textile and garment sector and industrial parks are priority sectors in the new Manufacturing Industry Policy as well as in the recently published Home-Grown Economic Reform Agenda 2.0 (HGER 2.0) 2024 - 2026. The British and German governments are supporting the country's pathway towards industrialization and economic transformation through the implementation of a joint project named Sustainable Industrial Clusters (S.I.C.) II.

S.I.C. II has the objective to strengthen the resilience of Ethiopia's textile and garment sector by applying a demand- and market-oriented approach in its support to workers, manufacturers and the government. It aims at promoting worker welfare; preparing companies to align with international market requirements; attracting international buyers to sourcing from Ethiopia; advising the management of IPs on sustainable operations and offering policy advisory to ease business environment constraints. The project is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH under a co-financing agreement between the Foreign, Commonwealth & Development Office (FCDO) of the United Kingdom and the German Federal Ministry for Economic Cooperation and Development (BMZ).

The project is seeking an experienced, enthusiastic and pro-active worker welfare advisor to lead and oversee interventions aimed at improving the working conditions and welfare of workers in the textile and garment sector.

The project is seeking an experienced, enthusiastic and pro-active Monitoring and Evaluation Specialist to lead and oversee the project's monitoring, evaluation and learning processes.

Responsibilities and Duties

As the Worker Welfare Advisor, you will be responsible for leading and overseeing interventions aimed at improving the working conditions and welfare of (the mainly female) workforce in the textile and garment sector. Your work will focus on enhancing workers' rights and empowerment, promoting safe and healthy working environments, and ensuring that the project's activities support decent work practices. Your key responsibilities will include:

- **Design Worker Welfare interventions:** Lead the development of worker welfare interventions.



- **Implement Worker Welfare interventions:** Oversee the detailed planning and execution of interventions, ensuring that activities are implemented in a timely and effective manner.
- **Stakeholder Engagement and Collaboration:** Build and maintain strong relationships with government partners, factories, and workers to ensure effective collaboration and support for worker welfare interventions.
- **Capacity Building and Training:** Develop and deliver training programs for workers, managers and facilitators on topics such as occupational health and safety, workers' rights, grievance mechanisms, and social dialogue.
- **Monitor and Evaluate Impact:** Regularly review the effectiveness of welfare initiatives, adjusting strategies and activities as necessary and support the project's data collection on worker welfare interventions.
- **Resource Management:** Effectively manage resources allocated for welfare interventions, ensuring that budgets are adhered to and resources are used efficiently to achieve maximum impact.
- **Reporting:** Prepare input for regular progress reports for BMZ, FCDO, stakeholders, and project management, detailing the achievements, challenges, and impact of the interventions.
- **Synergies: Ensure synergies with other GIZ projects and development partners**

Qualifications

- University degree in Development Studies, Social Sciences, Human Resources, International Labour Law or similar fields (Master preferable)

Professional experience

- 5 years of professional experience in worker welfare, labour rights, or social sustainability, ideally within an international organization
- Demonstrated project management experience in conceptualizing, planning, and managing (worker welfare) interventions
- Sound technical understanding of international labour standards, local labour law and supply chain due diligence
- Proven track record in stakeholder engagement, including collaboration with government partners, employers and workers
- Fluent in both written and spoken English and Amharic
- Strong proficiency in IT tools, including email and MS Office applications)

Other knowledge, additional competencies

- Demonstrates a self-reliant and proactive approach with high motivation and enthusiasm for the work.
- High attention to detail and organizational skills
- Maintains a results-oriented mindset, with the ability to solve problems and prioritize tasks under high pressure.
- Has a general understanding of the Ethiopian private sector, especially the textile and garment, and its stakeholders and actors.



- Exhibits intercultural understanding and interest, strong teamwork abilities, a sense of diplomacy, and the capability to work in a politically sensitive environment.
- Knowledge of GIZ procedures and regulations is an asset.



Application procedure:

Interested and qualified candidates shall submit their motivation letter along with their recent CV via Email: hreth@giz.de

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Please make sure you mention the vacancy number and position title **Social Protection Advisor #116/2024** in the subject line of your email application. Applications without vacancy numbers in subject lines might be disqualified.

Only short-listed candidates will be contacted.

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

Application procedure:

Internal candidates shall submit their motivation letter along with their recent CV to: ethiopia-internal-applicants@giz.de

Please make sure you mention the vacancy number and position title **'Social Protection Advisor' #116/2024** in the subject line of your email application.

Before applying for the new position, internal candidates must seek approval from their line manager. This step prevents internal poaching or brain drain within GIZ.

Before arranging interviews, HR will ask the candidates to confirm in writing that their line managers are aware of their application. If the candidate has not informed the line manager, he/she must do this immediately or the application will be rejected.

HR will inform unsuccessful internal candidates about the rejection verbally or in writing.

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