



## Vacancy Announcement #151/2024

### **Senior Policy Advisor (m/f/d)- Economic Transformation Cluster- Sustainable Industrial Clusters II (S.I.C. II) & Private Sector Development in Ethiopia**

**Contract Duration: December 31, 2025 (with a possibility of extension)**

**Application deadline: December 27, 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. In 2019, the GoE introduced the “Home-Grown Economic Reform Agenda” (HGER). In 2021, the GoE launched the “Ten-year Development Plan (2021-2030)” that details the strategic path to achieve the HGER vision of an economic transformation.

One of these policies is the Industrial Development Policy, which made textile and garment industry a priority sector on the Ethiopia’s path to industrialization. Despite its potential, the sector encounters several significant challenges. These include an underdeveloped supply chain marked by inconsistent quality and limited availability of key raw materials, such as cotton. Infrastructure deficiencies, coupled with a high turnover of skilled workers due to uncompetitive wages, further complicated operations. Additionally, the sector’s growth is hindered by policy and regulatory barriers, including inconsistent policy implementation and fragmented, bureaucratic procedures that can stifle efficiency and deter investment. Addressing these issues is crucial for leveraging the full potential of the textile and garment industry as a catalyst for Ethiopia’s industrial growth.

The British and German governments are supporting the country’s pathway towards industrialization through the implementation of a joined project named **Sustainable Industrial Clusters (S.I.C.)**. S.I.C. ensures the resilience of firms in industrial parks (IPs) and surrounding clusters is strengthened, to enable continued contribution to economic transformation of the sector. 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).



Aside from supporting the industrialization sector, the German government is also supporting private sector led growth specifically for MSMEs, startups and small and growing businesses (SGBs) through the implementation of the **Private Sector Development in Ethiopia (PSD-E)** project. PSD-E strengthens the capacities and private sector orientation of public institutions, Business Membership Organizations (BMOs), startup ecosystem intermediaries and Business Development Service Providers (BDSPs). In addition, the project provides direct support to MSMEs, and entrepreneurs affected by recent conflicts and crises to sustain or recover their business operations by improving their business performance and creditworthiness. The project is also implemented by GIZ on behalf of BMZ and co-funded by the European Union and The Minister for Foreign Trade and Development Cooperation of the Netherlands.

**The two projects are jointly seeking a Senior Policy Advisor to collaborate closely with senior leaders at key political institutions. The role focuses on advocating for and shaping policies that benefit the manufacturing sector, particularly within the textile and garment industries. Are you committed to influencing policy environments and governmental strategies? Join our team.**

Your role will include:

### Responsibilities and Duties

- **Strategic Policy Planning and Development:** Liaise with key political partners like the Ministry of Industry (MoI) and the Ethiopian Investment Commission (EIC), the Ethiopian Customs Commission (ECC), and other key government offices such as the Prime Minister’s Office (PMO), the Ministry of Finance (MoF), etc. to research, analyse economic data, and enhance the competitiveness of the manufacturing sector through strategic policy initiatives.
- **Team Leadership:** Collaborate with a team of policy advisors within the projects and partner institutions ensuring capacity building and the delivery of evidence-based policy insights.
- **Stakeholder Engagement:** Cultivate relationships with essential stakeholders to advance policy initiatives.
- **Advisory Role:** Provide expert policy advice to senior leaders of political partners, guaranteeing strategic alignment and informed decision-making.
- **Project Management Support and Reporting:** Prepare reports, briefs, and presentations for both internal and external audiences, ensuring clarity and relevance. This includes regular reporting to specific projects on interventions and providing updates on macroeconomic developments to the Economic Transformation Cluster at GIZ, enhancing strategic decision-making.
- **Legislative Monitoring:** Monitor legislative developments impacting the manufacturing sector and deliver prompt recommendations.



- **Project Liaison and Synergy:** Maintain regular communication with the S.I.C. and PSD projects promoting alignment with the objectives of political partners.
- **Portfolio Coordination:** Provide economic policy updates to Economic Transformation Cluster and promote coordination within Cluster where suitable/possible

## Required educational and professional Qualifications

- **Education Background:** University advanced degree in Public Policy, Law, Economics, or related field.
- **Experience:** At least 10 years of experience in policy development, analysis, and advisory roles. Additional 3 to 5 years' experience in a related field is an advantage.
- **Language Proficiency:** Fluent in both written and spoken English and Amharic.
- **Communication Skills:** Exceptional verbal and written communication skills in English and Amharic, tailored to the target audience and communication channel.
- **Attributes:** Strategic thinker, detail-oriented, with established relationship across public sector organizations within the manufacturing sector.
- **Technical Skills:** Strong proficiency in email and MS Office applications).

## Other knowledge, additional competencies

- **Collaborative and Proactive:** Highly motivated and proactive, excelling in team collaboration, engaging effectively with colleagues and stakeholders to achieve collective objectives.
- **Networking Skills:** Proven networking expert with a strong record of establishing and maintaining diverse professional relationships, adept at stakeholder engagement and partnership facilitation to meet strategic goals.
- **Results-Oriented:** Maintains a results-oriented mindset, with the ability to solve problems and prioritize tasks under high pressure.
- **Sector Understanding:** Has a strong understanding of the Ethiopian private sector, especially the manufacturing sector, and its stakeholders and actors.
- **Intercultural Competence:** Exhibits intercultural understanding and interest, strong teamwork abilities, a sense of diplomacy, and the capability to work in a politically sensitive environment.
- **GIZ Knowledge:** Knowledge of GIZ procedures and regulations regarding communication is an asset.





### Application procedure:

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

Please make sure you mention the vacancy number and position title Senior Policy Advisor #151/2024 and your name 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.

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

Please make sure you mention the vacancy number and position title 'Senior Policy Advisor' #151/2024 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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