

Salary Band 3T	Junior Technical Advisor: Whistleblowing, Ethics and Integrity Management
Reports to:	Programme Component Leader
Duration	Until 30 September 2025

1. BACKGROUND

The **Transparency, Integrity and Accountability Programme (TIP)** supports state and non-state actors to contribute towards the implementation of the National Anti-corruption Strategy (NACS) in a whole-of-government and societal manner. The TIP provides capacity development for anti-corruption actors in the state, civil society and the business sector. The project supports:

- Active citizenry where citizens can contribute actively to activities and initiatives in favour transparency, integrity and accountability (output 1);
- The strengthening of institutional capacity to implement, coordinate and monitor the NACS, particularly the National Anti-corruption Advisory Council (output 2); and
- Multi-stakeholder partnerships to improve transparency, integrity and accountability (output 3).

In addition to the whole-of-government and societal approach of the TIP, the programme actively pursues a human rights-based orientation including gender equality. The strategic reference points for the TIP are the NACS, Agenda 2030, the Medium-term Strategic Framework 2019-2024, Germany's approaches to governance, democracy and anti-corruption as well as Agenda 2063 (African Union) and Sustainable Development Goals 16.5 and 16.6.

The lead executing agency for the TIP is the Department of Planning, Monitoring and Evaluation. The TIP is implemented by the **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH** on behalf of the **German Federal Ministry for Economic Cooperation and Development (BMZ)**. The TIP is co-financed by the Swiss **State Secretariat for Economic Affairs (SECO)** with a particular focus on open public procurement. The programme is part of the newly established *Peaceful and Inclusive Societies* cluster of BMZ and the action field *Good Governance*.

A. RESPONSIBILITIES

The **Junior Technical Advisor** is responsible for supporting partner organisations to promote a **safe whistleblowing environment as well as with integrity and ethics management**. Working closely with other team members, the Junior Technical Advisor is responsible for-

- ❖ Contributing towards the development of an operational plan regarding whistleblowing, corruption reporting, ethics and integrity management
- ❖ Implementing assigned work packages and activities on corruption reporting, the protection of whistleblowers as well as ethics and integrity management:
- ❖ Supporting the development and implementation of innovative engagement, empowerment, communication and education programmes to encourage active citizenry and safe corruption reporting;
- ❖ Supporting selected organs of state and civil society organisations to strengthen their whistleblowing and corruption reporting mechanisms, including protection mechanisms;
- ❖ Supporting selected organs of state to strengthen their ethics and integrity management systems;
- ❖ Advise civil society on monitoring, evaluation, reporting and learning related to whistleblower and corruption reporting cases;
- ❖ Supporting the functioning of the multi-stakeholder partnership Whistleblower Support Platform for Reform;
- ❖ Proactively engage with state and non-state organisations to explore synergies with TIP; and
- ❖ Exercising all responsibilities according to GIZ's corporate principles and the TIP's modes of working.

B. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications:

- ❖ A post-graduate university qualification in Social Sciences, Political Sciences, Law or similar areas as well as a professional qualification in ethics management.

Professional experience

- ❖ At least 2 years' relevant working experience in a governance, legal or ethics environment and understanding of the following:

- ❖ Solid understanding of ethics and integrity principles;
- ❖ Good understanding of the whistleblower eco-system in South Africa including knowledge of the Protected Disclosure Act and/ or other relevant legislation as well as legal and physical protection provisions and challenges regarding whistleblowing;
- ❖ Experience of working in an office mandated to uphold ethics and integrity management in a public or private institution is a distinct advantage;
- ❖ Experience with working in/with civil society organisations and organs of state;
- ❖ Good knowledge of multi-sectoral approaches to advance cooperation between state and non-state actors;
- ❖ Understanding of South African anti-corruption policies and system;
- ❖ Ability to work as part of a team and independently in a structured, methodical manner; and
- ❖ Excellent writing and communication skills, fluency in English.

Other knowledge, additional competences

- ❖ Strong interpersonal and intercultural skills;
- ❖ Familiarity with human rights-oriented and gender-sensitive project approaches;
- ❖ Self-driven, quick to learn, flexible and highly motivated;
- ❖ Flexibility and mobility: availability to travel; to have flexible working hours; valid driving license; and
- ❖ Relevant computer skills (Microsoft Office including MS Teams, Outlook; Excel, Word, PowerPoint, SharePoint).

C. ADDITIONAL INFORMATION

- ❖ The position will be based at the GIZ Offices in Hatfield, Pretoria. The willingness for regular business trip in the region is expected.
- ❖ The contract period for this position is until 30 September 2025 in line with the commissioning period of the project
- ❖ At GIZ, you will be offered global network and an atmosphere that is characterised by diversity, respect, and genuine equal opportunities. Gender equality promotion is a matter of course for us.
- ❖ GIZ is a signatory of the Diversity Charter. Recognition, appreciation and inclusion of diversity in the company are important to us. All employees shall be valued - regardless

of gender and gender identity, nationality, ethnic origin, religion or belief, disability, social background, age or sexual orientation.

- ❖ GIZ would like to increase the proportion of employees with disability. Applications from persons with disabilities are most welcome.
- ❖ The successful candidate will be expected to start full-time employment with GIZ on a fixed-term contract as soon as possible.

D. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting a

- ❖ A motivation letter (**max. 1 page**) stating why they should be the preferred candidate, the value added they will bring to the project and **their desired salary range.**
- ❖ This should be accompanied by a **detailed CV and indicating their nationality.**

Applications should be submitted to: recruit-pretoria@giz.de, with the email subject line “**Application for Junior Technical Advisor: Whistleblowing, Ethics and Integrity Management**” for the attention of Head of Human Resource.

Closing date for applications: **09th of August 2024.**

**Only applicants shortlisted for interview will be contacted.
Applications without a Cover letter will not be considered!**