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## **VACANCY ANNOUNCEMENT: TECHNICAL ADVISOR, INDUSTRIALISATION** **VA/AUDANEPAD/24/43**

The African Union (AU) established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

The New Partnership for Africa's Development (NEPAD) is a programme of the African Union adopted in 2001 in Lusaka, Zambia, aimed primarily at poverty alleviation and promotion of economic growth and sustainable development in Africa. As a consequence of the integration of NEPAD into the structures and processes of the African Union, the NEPAD Planning and Coordinating Agency (NPCA) has been established by the Decision of the 14th AU Assembly of February 2010 as the technical body of the African Union, in replacement of the NEPAD Secretariat.

The NEPAD Agency has evolved into the African Union Development Agency, a significant transformation that underscores the African Union's commitment to streamlining and improving effectiveness and efficiency in delivering the implementation of AU decisions, policies and programmes across all AU organs and institutions. This decision was made during the 31st Ordinary Session of the Assembly of African Union Heads of State and Government in Nouakchott, Mauritania, African Heads of State and Government, in July 2018.

AUDA-NEPAD is an African-owned and led continental agency, spearheading Agenda 2063. The decision on the African Union Development Agency is an affirmation by Member States of their commitment to own an instrument that will champion development support to countries and regional bodies in advancing their priorities through the implementation of Agenda 2063.

1. To coordinate and execute priority regional and continental projects to promote regional integration towards the accelerated realisation of Agenda 2063;
2. To strengthen capacity of African Union Member States and regional bodies;
3. To advance knowledge-based advisory support;
4. To undertake the full range of resource mobilisation; and
5. To serve as the continent's technical interface with all Africa's development stakeholders and development partners.

The offices of the AUDA-NEPAD Agency are located in Midrand, Johannesburg, South Africa.

Based on the Host Agreement between the Government of the Republic of South Africa and the African Union for AUDA-NEPAD to serve as the interim AU Office Operating outside the African Union Headquarters, AUDA-NEPAD invites applicants who are citizens of African Union Member States for the position of:

### **A. Post**

<b>Job Title:</b>	<b>Technical Advisor, Industrialisation</b>
<b>Position Level:</b>	<b>P5</b>
<b>Duty Station:</b>	<b>Johannesburg, South Africa</b>
<b>Supervisor:</b>	<b>Director of Infrastructure, Industrialization, Trade, Economy and Regional Integration</b>

## **B. Key Performance Areas**

The Technical Advisor, Industrialization will contribute significantly to AUDA-NEPAD's industrialisation goals by offering strategic guidance and advisory services to enhance the implementation of Special Economic Zones (SEZs), increase industrial productivity, and strengthen support for Micro, Small, and Medium-sized Enterprises (MSMEs). Essential to advancing Africa's continental industrialisation agenda, the incumbent is pivotal in propelling sustainable economic growth, tapping into the continent's extensive potential, and tackling socio-economic challenges.

### **Specifically, the incumbent will perform the following duties:**

1. **Develop and Execute Industrialisation Strategies:** Formulate and implement a holistic industrialisation strategy centred around commodity-based industrialisation and regional value chains. This strategy should focus on pivotal sectors such as health, pharmaceuticals, automotive, minerals, food and nutrition, and apparel, aiming to enhance self-reliance and economic diversification.
2. **Policy and Program Drafting:** Guide the drafting of programs and projects, offering recommendations to strengthen regional value chains and minimise external dependencies. This will involve identifying strategic areas for regional collaboration and targeted interventions to bolster local industries.
3. **Strengthen Partnerships:** Foster enhanced collaboration with governments, regional economic communities, international bodies, private sector entities, and civil societies to mobilise substantial resources and investments for sustainable industrial development and create a robust framework for collective action and mutual benefit.
4. **Leverage the Agency's foothold and niche in the domain of industrialisation at all levels.**
5. **Formulate, implement, monitor, and evaluate AUDA-NEPAD's current and future Industrialization-related Programs and interventions.**
6. **Manage the preparation and development of Special Economic Zones (SEZs), ensuring they are bankable and attractive to investors.** This includes addressing critical issues such as public investment frameworks, land acquisition processes, environmental impacts, and maintaining global competitiveness.
7. **Technology and Innovation Promotion:** champion the adoption of cutting-edge technologies and innovation within the industrial sector. Initiate capacity-building initiatives to enhance industrial productivity and technological integration across operations.
8. **Support for MSMEs:** Lead the strategic repositioning of AUDA-NEPAD initiatives to support Micro, Small, and Medium-sized Enterprises (MSMEs) in the industrial sector. By providing targeted support and resources, enhance their competitiveness, foster entrepreneurship, and encourage inclusive economic growth.
9. **Promote synergies and alignment with the relevant stakeholders at all levels, including government officials, trade bodies, think tanks, and other stakeholders, including the African Union Commission, United Nations Industrial Development Organisation (UNIDO), United Nations Economic Commission for Africa (UNECA), the African Development Bank, and Regional Economic Communities.** Focus on assisting member states in developing enabling environments that support private sector activities and market-driven industrial growth.
10. **Conduct advanced industrialisation research and analysis to determine trends and outlooks and better inform the decision-making process at all levels.**
11. **Produce and disseminate evidence-based, context-specific, timely, analytically sound, and reliable knowledge products, flagship reports, and country notes supporting Member States, Regional Economic Communities and Continental bodies.**
12. **Perform any other duties as assigned.**

## **C. Job Requirements**

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### **Required Skills and Competencies**

- i. Ability to apply industrialisation theories and concepts in different economic and sustainable development sectors, with specific knowledge of issues relating to industrialisation and development.
- ii. Ability to prepare, present, publish, and assess high-quality industrialization-related research reports and studies, with a proven history of published papers on relevant matters.
- iii. Demonstrate professional competence and mastery of issues relating to industrialisation and development. Conciseness and efficiency in meeting commitments, observing deadlines, and achieving results.
- iv. The incumbent must be motivated by professional rather than personal concerns, show persistence when faced with complex problems or challenges, and remain calm in stressful situations.
- v. A demonstrated ability to initiate and promote collaborative approaches and implement joint activities by geographically and culturally disparate partners.
- vi. Ability to establish and maintain effective partnerships and internal and external working relations in a multi-cultural, multi-ethnic environment.
- vii. Speak and write clearly, effectively, and persuasively; listen to others; correctly interpret messages from others and respond appropriately; exhibit interest in having two-way communication; tailor language, tone, style, and format to match audience; demonstrate openness in sharing information and keeping people informed.
- viii. Outstanding work ethic, integrity, and a good understanding of office practices and procedures. Equally important is to be able to work in a multi-cultural and multi-national environment. Always maintain confidentiality at the highest level.
- ix. Ability to perform multiple tasks and work under pressure with various individuals and institutions.
- x. Able to work under minimal supervision, be proactive, take initiative, and use sound judgment.
- xi. High level of accuracy, attention to detail and thoroughness.
- xii. High level of accountability, flexible approaches to work coupled with enthusiasm, commitment, and energy.
- xiii. Ability to leverage limited resources and staff for maximum impact.
- xiv. Creative thinking, analytical, and problem-solving skills.
- xv. Good organisation, planning, and time management skills.
- xvi. High level of accuracy, attention to detail and thoroughness.
- xvii. High level of accountability, flexible approaches to work coupled with enthusiasm, commitment, and energy.
- xviii. Ability to leverage limited resources and staff for maximum impact.
- xix. Creative thinking, analytical, and problem-solving skills.

### **D. Qualifications And Experience**

A Master's Degree in Economics, Industrial or Civil Engineering, Business Administration, Project Management, Agro-Economy, or a related field. Candidates must have at least ten (10) years of progressively responsible experience, at the expert level, in industrial development projects, policy formulation, and application of industrialisation theories in development programs or related areas within the public sector, multilateral institutions, and international non-governmental or similar organisations nationally, regionally and/or internationally. Additionally, the candidates must have:

- i. Proven expertise in partnership development, resource mobilisation, and strategic planning.

- ii. In-depth knowledge of industrial development policies, SEZs, MSME development, and financing.
- iii. Solid operational experience in the listed below aspects.
- iv. Economic structural transformation in Africa, focusing on Agenda 2063 and AIDA.
- v. African Multilateral Organizations (such as the African Union) and Development Agencies.
- vi. Advanced research and data analysis, including running models and questionnaires.

Or

A Bachelor's degree in Economics, Industrial or Civil Engineering, Business Administration, Project Management, Agro-Economy, or a related field. Candidates must have at least twelve (12) years post-qualification experience, of which at least five (5) years should be at the management level in industrial development projects, policy formulation, and application of industrialisation theories in development programs or related areas within the public sector, multilateral institutions, and international non-governmental or similar organizations nationally, regionally and/or internationally. Additionally, the candidates must have:

- i. Proven expertise in partnership development, resource mobilisation, and strategic planning.
- ii. In-depth knowledge of industrial development policies, SEZs, MSME development, and financing.
- iii. Solid operational experience in the listed below aspects.
- iv. Economic structural transformation in Africa, focusing on Agenda 2063 and AIDA.
- v. African Multilateral Organizations (such as the African Union) and Development Agencies.
- vi. Advanced research and data analysis, including running models and questionnaires.

**E. Languages:** Proficiency in one of the following (English, French, Portuguese, Arabic and Spanish) African Union working languages is required. Knowledge of one or more of the other AU working languages would be an added advantage.

**F. Tenure Of Appointment:** The appointment will be made on an AU fixed-term contract for two (2) years, of which the first three (3) months will be considered a probationary period. This contract will be renewable, subject to satisfactory performance and the availability of funds.

**G. Gender Mainstreaming:** AUDA-NEPAD is an equal opportunity employer and qualified female candidates are strongly encouraged to apply.

**H. Applications:** should be forwarded utilising "Arial" font 11.5: To apply, please submit the following:

- a. A motivation letter stating reasons for seeking employment with the African Union Development Agency.
- b. A detailed and updated curriculum vitae (CV), not exceeding five (5) pages and indicating your nationality, age and gender.
- c. Three (3) referees with good knowledge of the candidate's work, furnishing full contact details, telephone, fax and e-mail addresses.
- d. Certified copies of degrees and diplomas.
- e. A recent performance evaluation report (for internal candidates only).

**I. Remuneration:** Indicative basic salary of US\$ 57,356.60 per annum plus other entitlements e.g., Post Adjustment (57% of basic salary), Housing allowance (\$27,290.88 per annum),

gratuity (15% of basic salary), medical aid, life and accident insurance in conformity with the rules and procedures applicable to internationally recruited staff of the African Union.

**J. Applications** must be received not later than **Monday, 14 October 2024**. Click the link to apply:

[https://e-recruitment.nepad.org:44310/sap/bc/webdynpro/sap/hrrcf\\_a\\_startpage\\_ext\\_cand](https://e-recruitment.nepad.org:44310/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand)

**Please note that only shortlisted candidates will be contacted.**

**If you face challenges during profile creation or application, log your problem to [audahiring@nepad.org](mailto:audahiring@nepad.org)**

AUDA-NEPAD is a vision and strategic framework for Africa's renewal that is based on a shared understanding that it is imperative to eradicate poverty and position African countries on the road to sustained economic growth and development. AUDA- NEPAD works closely with the African Union Commission (AUC), regional economic communities, national governments, research institutions and civil society organisations in its attempts to eradicate poverty in Africa whilst also voicing Africa's concerns at the global level. For more information, go to: [\*\*www.nepad.org\*\*](http://www.nepad.org)