

VACANCY ANNOUNCEMENT

PROJECT TITLE: “EU4Rivers”

POSITION: Project Team Leader (m/f/d) 100%

STARTING DATE: 01.06.2026

CONTRACT PERIOD: 12 months with possibility of extension until the end of the project.

LOCATION: Tirana, Albania

PROJECT TEAM LEADER (M/F/D)

Background

The Austrian Development Agency (ADA) is Austria’s federal agency for development cooperation and humanitarian aid. ADA has been delegated by the European Union (EU) to implement the project “**EU4Rivers**”.

The project with a volume of **EUR 10.4 Mio.** is being implemented in Albania with an implementation period from 01.10.2023 – 30.09.2028.

The **overall objective** is to maintain or improve the water bodies quality status in Albania.

The **specific objective** is to increase Albania’s approximation with the EU water acquis.

Within the specific objective, the following **outputs** are foreseen:

Output 1: The overarching IWM legal and institutional framework is substantially enhanced in line with the requirements of the EU acquis (Water Framework Directive/WFD and other water related directives).

Output 2: The Implementation of River Basins Management is increased in all river basins in line with the requirements of the WFD.

Output 3: Water monitoring, reporting and enforcement are sustainably enhanced in line with the requirements of water related EU Directives.

Output 4: The strategic and institutional framework for the implementation of the MSFD (Marine Strategy Framework Directive) is established.

Position Overview

ADA is seeking a highly qualified and enthusiastic Team Leader (TL) to provide strategic direction, overall management, and technical leadership for the results-oriented implementation of the project. The TL will be responsible for coordinating project activities, ensuring their timely and effective delivery, and fostering collaboration among project stakeholders. The TL will also work closely with ADA’s Regional Coordination Office in Tirana and adhere to both ADA and EU rules and regulations.

SPECIFIC DUTIES and RESPONSIBILITIES

- Overall results-oriented technical and financial management of the project in line with EU and ADA regulations.
- Provide overall leadership, guidance and technical expertise to the project management team in line with the project’s objectives and work plan.

- Regularly monitor and analyse the project environment and timely adjust the implementation as needed.
- Lead and supervise the project management team (8 national staff).
- In line with ADA rules and procedures, select national and international short- and long-term experts, provide overall coordination and monitoring of the experts' performance.
- Ensure compliance of procurement and grant award procedures with EU and ADA regulations.
- Effectively liaise (serve as the project key liaison) with government counterparts and the EU Delegation, as well as with the project stakeholders, beneficiaries, other donors and the public to develop professional relationships
- Provide Quality Assurance of project interventions and outputs.
- Regularly monitor potential risks as well as develop and implement risk mitigation measures.
- Ensure compliance with ADA's Environmental, Gender and Social Impact Management (EGSIM) Manual
- Coordinate monitoring activities including backstopping missions from ADA HQ, analysis and aggregation of data collected.
- Contract and support external audits and evaluations, in line with ADA rules and procedures.
- Prepare regular project reports and coordinate the reporting process with the ADA team in the Tirana Office and ADA HQ.
- Ensure high EU and ADA visibility in line with the project's communication and visibility plan.
- Carry out any other duties as required by the supervisor.

REQUIREMENTS AND QUALIFICATIONS

- University degree in Development Studies, Water Management, Environmental Engineering, International Relations, Economics, Administration, or another related field.
- Minimum 5 years in managing international development projects of similar scope and nature; successful experience with EU funded projects in the Western Balkans is an asset.
- Proven experience with results-based project management and in project cycle management (including monitoring and evaluation).
- Sound understanding of donor procedures and rules applicable to funding received from large institutional donors, in particular with European Union external actions.
- Experience in the approximation process with the EU, in particular under Chapter 27, is a strong asset.
- Demonstrated knowledge of water body management would present an advantage.
- Knowledge of international development cooperation principles and quality standards, including gender, diversity, inclusiveness and environment.
- Excellent written and oral communication/reporting, representation skills in English are required; knowledge of Albanian and/or German is an advantage.
- Ability to effectively manage and coordinate a multi-disciplinary team of staff, experts and consultants.
- Full proficiency in Microsoft Office 365 applications.
- Ability and willingness to travel within Albania and occasionally abroad.
- Excellent interpersonal/social and communication skills.
- Adherence to highest standards of ethics.
- Self-motivation and proactive working style.
- Ability to work in multinational and multicultural environment.
- Ability to build and maintain productive relationships with diverse stakeholders.

HOW TO APPLY

The full-time assignment is scheduled to commence on 01.06.2026.

Contract duration: 12 months, with the possibility for extension until project closure.

All applications in English are due by COB **22.03.2026 CET**. If you wish to apply for this position, please submit your application (Cover Letter and CV as well as other relevant documents) via our E-recruiting system to www.entwicklung.at/ada/karriere. The salary for this position depends on qualification and experience and is based on full-time employment.

ADA retains the discretion to re-advertise the vacancy, to cancel the recruitment, or to offer an appointment with a modified job description or for a different duration.

Women are especially encouraged to apply. ADA supports gender equality on all levels and attaches great value to a gender

balance in senior positions. In case of equal qualification for the position and at the absence of other outweighing factors, preference will be given to the female candidate. We also welcome applications of persons with a migrant background and/or of persons with disabilities.

All applications will be treated with the strictest confidence and no application fees or information with respect to bank account details are required by ADA for our recruitment process. Please note that in the event of an invitation for an interview, ADA is unable to reimburse costs incurred. Candidates must expect that references from previous employers will be requested by ADA. Only those candidates who are selected to participate in the subsequent stages of recruitment will be contacted.

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