

VACANCY ANNOUNCEMENT

PROJECT TITLE:	STRENGTHENING WOMEN-OWNED BUSINESS ECOSYSTEM AND WOMEN ECONOMIC EMPOWERMENT IN KEY VALUE CHAINS IN ETHIOPIA
POSITION:	TEAM LEADER (m/f/d)
STARTING DATE:	Tentatively January 2027^[1]
CONTRACT PERIOD:	12 Months with the possibility of extension (max. 51 months)
TYPE OF EMPLOYMENT:	Full-time position
LOCATION:	Addis Ababa, Ethiopia

^[1] This vacancy is announced in anticipation of signing of the Multi Partner Contribution Agreement.

TEAM LEADER (M/F/D)

The Austrian Development Agency (ADA) is recruiting a Team Leader (full time, m/f/d) for the project “Strengthening Women-Owned Business Ecosystems and Women’s Economic Empowerment in Key Value Chains in Ethiopia”.

1. Background

Austria has a long-standing partnership with the Government of Ethiopia, which has been a priority partner country since 1993. ADA, Austria’s federal agency for development cooperation and humanitarian aid, supports its partner countries in implementing programmes and projects and achieving the Sustainable Development Goals (SDGs). Our partnership focuses on:

- Strengthening the resilience of rural communities to socio-economic and environmental events.
- Promoting democratic participation, human rights and a peaceful society.

The Austrian Development Agency (ADA) will participate in a Multi-Partner Cooperation Agreement (MPCA) involving four implementing agencies. This project has been delegated by the European Union (EU) and coordination to achieve the above-mentioned outcomes will be crucial. ADA will be responsible for implementing a EUR 5,362,500 component of the EU-funded Action in the Amhara and Oromia regions over a period of 48 months.

The overall objective of this Action is to strengthen women-owned business ecosystems and women's economic empowerment in key value chains in Ethiopia, contributing to decent and green job creation, socio-economic resilience, and inclusive economic growth.

Within this Action, the following Outcomes are foreseen:

- **Outcome 1:** Women in situations of high vulnerability, emerging women entrepreneurs, and leaders of growth-oriented women-owned/led MSMEs have strengthened their employability, self-reliance, resilience and meaningful participation in economic activities through improved skills, agency and access to economic opportunities.
- **Outcome 2:** Women in situations of high vulnerability, emerging women entrepreneurs, and women-owned/led MSMEs have improved their financial inclusion through sustainable access to appropriate and tailored financial products and services.
- **Outcome 3:** Emerging women entrepreneurs and women-owned/led MSMEs have strengthened their supply chain management capacities, becoming more competitive and better integrated into sustainable value chains at the local and

national levels.

2. Detailed Terms of Reference

Role summary

The Team Leader (TL) will provide overall strategic and operational management of the project, ensuring full compliance with EU and ADA regulations and standards, as well as coordination of the Multi-Partner Cooperation Agreement (MPCA) between four different agencies. The position entails comprehensive technical and financial oversight, including responsibility for procurement, and the supervision of both national and international experts engaged in the Action. The TL will serve as the key liaison with government counterparts, the EUD, project stakeholders, and beneficiaries, ensuring effective coordination, transparent communication, and strong institutional cooperation.

Core responsibilities include quality assurance of project interventions, continuous monitoring of risks, and the implementation of environmental, gender, and social safeguards in line with donor requirements. The TL will also oversee reporting processes, audits, and evaluations, ensuring that outputs meet the highest standards of accuracy and accountability. Visibility measures will be implemented to strengthen the project's profile and ensure compliance with communication guidelines.

Based in Addis Ababa, with travel across Ethiopia and occasional missions abroad, the TL will ensure timely delivery of results. In addition, the role requires proactive adaptation to evolving project environments, fostering synergies among stakeholders, and promoting innovative approaches to strengthen the sustainability and long-term impact of the Action.

Specific duties and responsibilities include:

- Overall results-oriented technical and financial management of the project, including the preparatory, inception and closing phase, in line with EU and ADA regulations;
- During the inception phase coordinate the setup of the project management offices and team in Addis Ababa, Bahir Dar and Shashemene in collaboration with the ADA's Coordination Office in Ethiopia;
- Following the completion of the inception phase studies (e.g. baseline studies) adjust the logframe, DoA, budget and work plan as needed;
- Regularly monitor and analyse the project environment and timely adjust the implementation as needed;
- Lead and supervise the project management team in the field offices (approx. 12 staff);
- Select 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 donor EU Delegation, MPCA partner as well as with the project stakeholders, beneficiaries, other donors and the public to develop professional relationships;
- 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;
- Prepare regular project reports and coordinate the reporting process with the ADA team in the Coordination 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.

3. Requirements and Qualifications

- University degree in Development Studies, International Relations, Human Rights, Peace and Security Studies, Economics, Business or Public Administration, Gender Studies, Rural Development or other related field; a post-graduate degree (Master level or higher) is an asset;
- Minimum of 5 years' experience in managing international development programmes and projects of similar scope and nature; successful experience with EU or ADA funded projects is considered an asset;
- Strong track record in the fields of access to finance and/or market-system development and/or entrepreneurship, with a focus on women economic empowerment in developing countries;
- Proven experience with results-based project/programme 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;
- Good understanding of the market-system development methodology;
- Understanding of international development cooperation principles and quality standards, including cross-cutting issues is highly desirable;
- Excellent written and oral communication/reporting, representation skills in English are required; knowledge of Amharic and good German skills is an advantage;
- Demonstrated gender, diversity and environmental competence; ability to integrate a gender perspective into tasks and activities;
- Full proficiency in Microsoft Office 365 applications, especially Outlook, Word, Excel, PowerPoint and Teams applications;
- Ability and willingness to travel within Ethiopia and occasionally abroad;
- Excellent interpersonal/social and communication skills;
- Adherence to highest standards of ethics;
- Self-motivation and proactive working style;
- Ability to effectively coordinate a multi-disciplinary team of staff, experts and consultants;
- Ability to work in multinational and multicultural environment;
- Ability to build and maintain productive relationships with diverse stakeholders.

4. How to apply

All applications are due by COB **23.10.2026 at 24:00 hrs. East African Time (EAT, UTC+3)**. 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 minimum salary for this position depends on *qualification* and *experience* and is based on a *full-time employment*.

This project position is subject to the pending signature of the Contribution Agreement between the EU and ADA. 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 short-listed candidates will be contacted.

Note: These Terms of Reference are intended to provide an overview of the position and key responsibilities. They may be subject to revisions and refinements based on project needs, ADA regulations, and EU guidelines.

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