African Union Digital and Innovation Fellowship Program

Title: *Digital Product & Programme Systems Fellow*
Organization/Department: *AUDA-NEPAD Coordination Unit*
Duty Station: *Addis Ababa, Ethiopia*
Duration of Assignment: 12 months
Number of positions: 1

Program Description

The African Union (AU) Digital & Innovation Fellowship is a 12-month immersive program that empowers Africa's brightest digital innovators to work from within AU institutions and create long-term value.

Through a structured placement within the AU system, fellows receive tailored capacity building, professional development, international exposure, and financial support throughout the duration of the program.

The purpose is to co-develop data-driven and technology-enabled solutions with AU staff, based on identified challenges and technological gaps, to strengthen governance, public service delivery, and institutional capacity across the AU institutions.

The AU Digital & Innovation Fellowship 2026/2027 is developed and hosted by the African Union and is implemented by enpact with the support of the GIZ DataCipation program, which is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ).

Department Description

The **AUDA-NEPAD Coordination Unit** serves as the institutional link between the African Union Commission and the African Union Development Agency–NEPAD, with the mandate to strengthen alignment, coherence, and collaboration between AU policy processes and AUDA-NEPAD's development and implementation work. The Unit facilitates coordination and information flow, ensures that AUDA-NEPAD programmes are aligned with AU priorities, decisions, and Agenda 2063, and supports joint planning, reporting, and monitoring. Through this role, it helps translate AU policy decisions into implementable programmes, reduces duplication across institutions, and reinforces institutional coherence in the delivery of continental development initiatives.

Role Purpose

The Digital Product & Programme Systems Fellow will support the Unit in maintaining and enhancing its digital collaboration tool to strengthen coordination, information sharing, and synergy across African Union portfolio programmes, including PIDA PAP 2, SIFA, and CAADP. The Fellow will apply product management, systems design, and policy-aware analysis to improve existing digital solutions, support evidence-based decision-making, and contribute to institutional learning and digital innovation.

Responsibilities

1. **Digital product and Tool Management**
- Maintain and support the Unit's digital collaboration tool, ensuring it remains functional, user-friendly, and aligned with programme needs.
- Identify opportunities to improve and manage existing digital innovations, including feature enhancements or refinements to support programme coordination.
- Support the development or refinement of a fully functional digital system or tool, including basic prototyping or MVP improvements where required.

2. **Programme Coordination and Systems Design**
- Analyze coordination workflows across AU portfolio programmes and design digital or process-based solutions to enhance synergy and collaboration.
- Apply process and systems design approaches to map workflows, identify gaps, and recommend practical improvements.

3. **Research, Policy and Strategic Support**
- Conduct research and technical assessments to inform digital, coordination, or programme-related decisions.
- Contribute to reports, policy briefs, or strategy blueprints that link digital tools with programme delivery and institutional objectives.

4. **Capacity Building and Documentation**
- Develop clear documentation, user guides, and standard operating procedures (SOPs) for digital tools and processes.
- Support and deliver capacity-building sessions to improve adoption and effective use of digital collaboration tools.

Requirements

To be considered for the 'AU Digital and Innovation Fellowship Program' applicants must meet the following basic criteria to apply:

- Be a citizen of an African Union member state and currently based in Africa
- Be under the age of 35 at the time of application
- Hold a tertiary education degree (bachelors degree) or its equivalent
- Demonstrate the ability to analyze complex problems and propose innovative solutions
- Have experience and technical know-how in designing technology products or solutions and experience with the specific technical stack of the AU host department mentioned above
- Be available to dedicate 12 months to the fellowship, including relocation to Addis Ababa
- Be willing and able to travel to participate in induction and delegation workshops
- Be sufficiently proficient in at least one AU official language (Arabic, French, Portuguese, Spanish, or Swahili). Proficiency in English is a strong asset.

The program actively encourages applications from women, persons with disabilities, and other underrepresented groups to promote equity and diverse perspectives within the fellowship cohort.

Qualifications and Experiences

1. **Education and Experience**

- Bachelor's degree in information systems, Computer Science, Public Policy, Development Studies, Business, Digital Innovation, or a related field.
- 3–5 years of relevant experience in digital product management, systems design, programme support, technology-enabled coordination, or related roles.

2. **Core Skills**
- Product management skills, including maintaining and improving digital tools based on user needs.
- Process and systems design experience, with the ability to map workflows and translate coordination challenges into practical solutions.
- Research and policy analysis skills, including report writing and translating technical insights into strategic recommendations.
- Experience supporting digital platforms or collaboration tools in complex, multi-stakeholder environments is an advantage.

3. **Professional Attributes**
- Strong analytical and problem-solving skills.
- Ability to work independently while collaborating effectively with diverse technical and non-technical stakeholders.
- Strong communication and documentation skills.
- Interest in digital innovation, public sector transformation, and continental development programmes.

Application Process and Next Steps

If you meet the requirements in terms of criteria, qualifications and experience, you are invited to fill out the online application form by the **1st of March 2026**. The application must be filled out completely in English. As part of the application form, please be ready to upload the following documents:

- Your ID or passport
- Proof of residence in Africa
- Your tertiary education degree
- Your curriculum vitae (CV)
- All relevant certificates demonstrating your qualifications

All complete and eligible applications will be evaluated. The highest ranked applicants will be invited for a 30-minute interview with representatives from the respective AU department. Interviews will be held from the 16th to the 19th of March. Please note that we offer you one time slot for the interview and rescheduling is only possible in exceptional circumstances.

The results of the selection process will be shared the last week of March 2026. The selected fellow will then be asked to sign a fellowship agreement with enpact, as well as a secondment contract with the AU. The fellowship will begin on April 1st.