African Union Digital and Innovation Fellowship Program

Title: *Digital Communications Fellow*
Organization/Department: *Cabinet of the Deputy Chairperson*
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 Deputy Chairperson of the African Union Commission serves as the Chief Controlling Officer of the Commission and is responsible for the overall oversight of administration and finance. In this capacity, the Deputy Chairperson coordinates and provides strategic direction to all controlling officers across the Union, ensuring sound financial management, administrative efficiency, and institutional compliance. The Deputy Chairperson assists the Chairperson in the execution of his functions to ensure the smooth running of the Commission and acts on behalf of the Chairperson in his absence. The Cabinet of the Deputy Chairperson supports this mandate by facilitating coordination, oversight, and institutional coherence across the African Union Commission.

Role Purpose

The purpose of the Fellowship is to strengthen the communication capacity of the Cabinet of the Deputy Chairperson, with a particular focus on digital and social media engagement. The Fellow will support the Office in translating high-level institutional work into clear, accessible, and appropriately framed communication outputs. Through structured content development, digital engagement support, and coordination with relevant AUC entities, the Fellow will contribute to enhancing the visibility, consistency, and responsiveness of the Deputy Chairperson's public communication, while remaining sensitive to the political and diplomatic context of the African Union.

Responsibilities

1. **Support strategic social media and digital engagement**

- Support the day-to-day management of the Deputy Chairperson's official social media platforms, in line with agreed institutional messaging and protocols
- Assist in drafting, curating, and scheduling content that reflects the Deputy Chairperson's mandate, activities, and key institutional priorities
- Support the adaptation of speeches, statements, and official engagements into suitable digital content formats
- Monitor engagement trends and flag emerging issues or opportunities for visibility

2. **Content coordination and institutional alignment**

- Liaise with the AU Information and Communication Directorate and other relevant offices to ensure alignment with official AU messaging
- Support coordination of digital communication around high-level meetings, official visits, and public events
- Maintain an internal content log or archive of digital outputs for reference and continuity

3. **Engagement management and responsiveness**

- Support the monitoring of public responses and engagement on official platforms
- Assist in drafting appropriate responses or redirection to official AU sources, as guided by the Cabinet
- Flag sensitive or high-risk engagement requiring escalation or guidance
- Support adherence to agreed engagement and moderation principles

4. **Reporting, learning, and continuous improvement**

- Support basic analytics and reporting on social media performance and engagement trends
- Assist in identifying lessons learned and areas for improvement in digital communication approaches
- Contribute to internal reflections on how digital engagement can better support institutional objectives

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 (bachelor's 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

- A university degree in communications, international relations, media studies, public policy, political science, or a related field.
- Demonstrated experience in social media management, digital communications, or strategic communications, preferably in an institutional, public sector, or international context.
- Strong writing and editing skills, with the ability to translate complex or technical information into clear and accessible messaging.
- Familiarity with digital platforms, social media analytics tools, and content management workflows.
- Strong discretion, judgment, and ability to work in a politically sensitive and confidential environment.

Beneficial qualifications and experiences / Complementary skills

- Prior experience working with international organizations, multilateral institutions, or diplomatic environments.
- Understanding of African Union structures, processes, and policy priorities.
- Experience supporting senior leadership or executive offices.
- Basic graphic design, multimedia, or digital storytelling skills.
- Interest in institutional reform, governance, or public sector communication.

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 in 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.