African Union Digital and Innovation Fellowship Program

Title: *SAP and Business Intelligence Fellow*
Organization/Department: *Enterprise Resource Planning 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

Under the Management Information Systems Directorate, the Enterprise Resource Planning (ERP) Unit is mandated to provide strategic direction, planning, and full lifecycle management of all ERP activities and projects across the African Union. This responsibility covers the entire SAP ecosystem, which underpins core organizational functions in Finance, HR, Logistics, Procurement, and related domains.

Role Purpose

The Tech Fellow will provide hands-on technical support in critical SAP domains. The role supports the ERP Unit's mandate to provide strategic direction, planning, and full lifecycle management of all ERP activities and projects, covering Finance, HR, Logistics, and Procurement. By developing interactive web platforms and portals, the Fellow will bridge the gap between modern user interfaces and complex legacy systems like SAP. Ultimately, the role aims to strengthen expertise to meet the African Union's expectations for automation, integration, analytics, and digital transformation.

Responsibilities

1. **Development, Analytics, and Innovation**
- Develop and maintain interactive web platforms, portals, and data products such as dashboards and insights.

- Utilize Microsoft Power Apps and related components to build functional solutions and accelerate automation and digital workflows.
- Provide SAP ABAP programming and workflows support, while managing and improving existing innovations.
- Support the development of dashboards to enable real-time monitoring and evidence-based decision-making.

2. **System Integration and Administration**
- Address complex system integration challenges, specifically creating and consuming RESTful APIs to connect disparate data sources with the SAP ecosystem.
- Support System Administration (SAP Basis) to reinforce operational stability and mitigate risks like system downtime and security vulnerabilities.
- Perform functional configuration, process optimization, and application lifecycle management.

3. **Documentation and Capacity Building**
- Institutionalize knowledge through clear documentation, including Standard Operating Procedures (SOPs) and technical blueprints.
- Conduct capacity-building sessions and develop user enablement and training materials to ensure knowledge continuity.
- Execute blueprinting, requirements analysis, business analysis, and process mapping.

4. **Project Support and Quality Assurance**
- Strengthen project execution for major initiatives, including S/4HANA readiness, configuration, testing, and data cleanup.
- Perform quality assurance through test planning, scenario design, and defect management.
- Support change management by assisting with communication, training, and adoption activities.

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. **Core Technical Competencies**
- **Functional Support & Configuration:** Experience in, at least, one SAP module (ex Logistics/SCM, FI, or HR/SuccessFactors).
- Skills in configuration, user support, business analysis in an SAP context.
- System Basis & Administration (BASIS): Knowledge of SAP system administration: monitoring, users, transports, patches.
- Certification or practical experience is highly desirable.

2. **Professional Experience**
- Bachelor's Degree and certification in ERP Administration, Development, or functional areas in Logistics-Supply Chain Management; Microsoft Power Apps.
- 3–5 years of relevant experience.
- Experience in ERP systems (SAP preferred), software development, business analysis, data management, or IT system administration.

3. **Other skills**
- **Analytical Skills:** Ability to break down complex issues, identify root causes, and conduct structured troubleshooting.
- **Communication:** Confidence in interacting with business users and explaining technical concepts in clear, simple language.
- **Learning Agility:** Ability to learn SAP concepts quickly and a motivation to build expertise in ERP and digital transformation.
- **Documentation Discipline:** Strong commitment to accuracy and producing clear materials that support knowledge continuity.
- **Collaboration:** Willingness to work closely with functional and technical colleagues in a diverse environment.

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.