African Union Digital and Innovation Fellowship Program

Title: *Full-Stack Developer*
Organization/Department: *Information and Communication Directorate*
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 Commission 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 Information and Communication Directorate (ICD) is mandated to manage the African Union's corporate image and brand, serving as the central authority for all internal and external communication strategies. The Directorate ensures the effective dissemination of the Union's policies and programs to Member States and the global public while acting as the official liaison for media relations and multimedia content production. By standardizing communication protocols across all AUC departments and organs, the ICD facilitates unified messaging and public advocacy to enhance the visibility of the Union's flagship projects and strategic milestones.

Role Purpose

The Tech Fellow will address key technical and strategic gaps in the design, integration, and sustainability of the Directorate's digital platforms. The role exists to modernize the Africa Knowledge Sharing Portal (AKSP) and the Digital Library by improving system architecture and establishing reliable maintenance frameworks. Furthermore, the Fellow will drive the integration of an AI component into the Agenda 2063 Communications centralized platform to enhance efficiency and user engagement. By developing interoperability standards and ensuring platform scalability, the Fellow will ensure that the digital assets are secure, high-performing, and seamlessly synchronized across web and mobile applications.

Responsibilities

1. **Platform Modernization and Maintenance**
- Modernize the system architecture of the Africa Knowledge Sharing Portal (AKSP) and the Digital Library to ensure long-term sustainability.
- Support smooth system upgrades and establish reliable maintenance and support frameworks for existing digital platforms.
- Strengthen platform scalability and performance to handle high user traffic and ensure seamless synchronization with mobile applications.
- Conduct research and technical assessments to improve and manage existing innovations within the Directorate.

2. **System Integration and Interoperability**
- Design and implement system integration across platforms, ensuring harmonization between the Digital Library, AKSP, and other internal systems.
- Develop APIs and interoperability standards to allow for seamless data exchange between fragmented digital environments.
- Build prototypes or MVPs for integrated tools that streamline knowledge access across the Union.

3. **AI Integration and Strategic Planning**
- Identify suitable AI use cases for the Agenda 2063 Communications centralized platform to enhance knowledge access and user engagement.
- Guide the technical implementation of AI components and ensure they align with the Directorate's efficiency goals.
- Develop policy or strategy blueprints and standard operating procedures (SOPs) for the ethical and effective use of AI within the platform.

4. **Documentation and Capacity Building**
- Create comprehensive documentation for system architectures, API standards, and AI implementations to ensure institutional continuity.
- Lead capacity-building sessions to upskill staff on the management and use of modernized digital platforms.

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.

Professional Experience

- 5 years of relevant professional experience.
- Proven track record in full-stack development and the successful implementation of enterprise-level digital platforms.

Technical Competencies

- **Full-stack Development:** Expertise in designing and maintaining robust system architectures and high-performance web/mobile applications.
- **AI/ML Engineering:** Practical experience in identifying and implementing AI use cases, particularly in the context of knowledge management and communications.
- **Data Science / Data Analytics:** Ability to develop data products and dashboards that enhance user insights and platform efficiency.
- **Security & Infrastructure:** Strong understanding of platform security, scalability, and mobile synchronization standards.
- Ability to work in a Microsoft-centric environment is desirable.

Soft Skills and Professional Maturity

- **Analytical Thinking:** Strong problem-solving skills with the ability to translate complex technical concepts into practical organizational solutions.
- **Communication:** Ability to collaborate with multidisciplinary teams, engage non-technical stakeholders, and produce clear technical documentation.
- **Professionalism:** High level of accountability and time management, with a demonstrated ability to work independently in a complex environment.
- **Learning Agility:** An adaptable mindset geared toward evolving digital technologies and organizational needs.

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 February. 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.