African Union Digital and Innovation Fellowship Program

Title: *Business Analyst*
Organization/Department: *Management Information Systems 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 African Union Management Information Systems (MIS) Directorate serves as the digital backbone of the African Union Commission, responsible for the development, management, and security of enterprise ICT systems and digital infrastructure.

The Directorate supports institutional efficiency, accountability, and digital transformation by enabling secure information management, system interoperability, and data-driven operations across the Commission. Through its work, MIS plays a critical role in translating AU policies and reforms into effective, technology-enabled governance.

Role Purpose

The Business Analyst Tech Fellow will support the AU Management Information Systems (MIS) Directorate to systematically document and assess existing digital solutions across the African Union Commission, strengthen coordination, and improve institutional processes. The role will focus on improving and managing existing innovations, developing standard operating procedures, and contributing to policy or strategy blueprints that support sustainable, well-governed digital transformation.

Responsibilities

- Conduct requirements gathering and business analysis to document existing digital solutions, innovations, and system interdependencies across the Commission.
- Identify, analyze, and optimize business processes to improve efficiency, coordination, and user experience.
- Support the improvement, management, and consolidation of existing digital and innovation initiatives, ensuring alignment with institutional needs and standards.
- Develop and document standard operating procedures (SOPs), process maps, and functional guidelines for digital systems and workflows.
- Contribute to the development of policy, strategy, or operational blueprints related to digital systems, innovation management, and process governance.
- Work closely with stakeholders to ensure solutions are practical, user-centered, and scalable.

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

- Relevant professional certifications in business analysis, process improvement, or project management (e.g., CBAP, CCBA, PMI-PBA, ITIL, PRINCE2, Agile/Scrum) are highly desirable and may be prioritized over formal academic qualifications.
- A university degree in Business Administration, Information Systems, Computer Science, Management, Digital Transformation, Innovation, or a related field.
- 5-7 years of experience and demonstrated interest in process improvement and optimization, including process mapping and workflow analysis.
- Strong business analysis skills, with the ability to map and assess existing applications and systems, identify overlaps or gaps, and propose integration pathways and synergies.
- Ability to translate complex system landscapes into clear documentation, insights, and actionable recommendations.
- Demonstrated ability to work independently as a self-starter, with minimal supervision, while delivering high-quality outputs.
- Strong learning agility, with the ability to quickly understand complex organizational environments and digital systems.

- Proven **team player**, capable of collaborating effectively with diverse technical and non-technical stakeholders.

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 first 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.