

## African Union Digital and Innovation Fellowship Program

**Title:** Full-Stack Developer

**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 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 Tech Fellow will develop and maintain interactive web platforms and portals, bridging the gap between modern user interfaces and complex legacy systems such as SAP and other disparate data sources. The Fellow will also provide hands-on maintenance for existing tools and institutionalizing knowledge through clear documentation, thereby transforming fragmented, high-maintenance systems into a streamlined, reliable digital ecosystem.

## Responsibilities

### 1. Web Platform & Data Product Development

- Design, develop, and deploy interactive web portals and dashboards that serve as the primary interface for real-time data monitoring and evidence-based decision-making.
- Improve and manage existing digital innovations, ensuring they remain functional, secure, and aligned with evolving leadership needs.
- Create user-centric designs to reduce friction in digital workflows, directly supporting staff adoption and reducing resistance to new processes.

### 2. System Integration & Technical Maintenance

- Develop custom APIs and middleware to integrate complex legacy systems with modern web platforms, ensuring data consistency across the organization.
- Maintain existing tools, providing rapid response support to minimize downtime.
- Establish protocols for data formats and communication between disparate platforms to eliminate future technical debt.

### 3. Documentation & Institutional Knowledge

- Draft comprehensive technical manuals and SOPs for new and existing platforms to ensure long-term system stability.
- Develop policy and strategy blueprints that outline the organization's digital architecture, facilitating future scalability.
- Maintain a centralized knowledge base to reduce dependency on specific individuals and ensure the "institutional memory" of technical systems is preserved.
- Design and provide capacity building sessions to upskill staff on new digital tools and data products.

## 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

- **Full-stack Web Development:** Mastery of a modern stack. HTML/CSS.

- **UX/UI Design.**
- **System Integration:** Experience creating and consuming RESTful APIs. Understanding of interoperability challenges.
- **CMS & Web Frameworks:** Experience other popular CMS/frameworks.
- **ERP/SAP Basics:** An understanding of ERP/SAP integration concepts is a major asset.
- Ability to work in a Microsoft-centric environment is desirable

## 2. Professional Experience

- 5 years of professional experience in software development, systems integration, or enterprise architecture.
- Experience drafting Standard Operating Procedures (SOPs) and technical blueprints. You should be able to prove you can leave a project "better documented than you found it."
- Previous experience leading capacity-building sessions or technical workshops for non-technical staff is highly preferred.

## 3. Other skills

- Exceptional communication skills with the ability to explain complex technical strategies.
- Problem-Solving Resilience attitude.
- Change Management Empathy.

### 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.