

African Union Digital and Innovation Fellowship Program

Title: Data Analyst

Organization/Department: Office of the Director General

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 Office of the Director General (ODG) is responsible for the overall management of the Commission's operations, focusing on strategic coordination to ensure all AUC Directorates and Departments work in harmony. The Office provides operational oversight and leads institutional reforms to modernize digital systems and enhance organizational efficiency, while maintaining rigorous monitoring and evaluation to track departmental performance and ensure the effective use of resources in conformity with agreed-upon policies.

Role Purpose

The Tech Fellow will develop data analytics and dashboards that provide the ODG with instant access to information and reports generated by different Departments, Directorates, Organs, specialized agencies, and regional offices. By creating tools that enable data-driven oversight ahead of major meetings, the Fellow will inform the decision-making process with tangible evidence and analysis.

Responsibilities

- Dashboard and Data Product Development:** Develop and maintain data analytics tools and dashboards that assist the ODG in accessing instant information from portfolio, service, and oversight departments.

- **Innovation Management:** Improve and manage existing innovations while conducting research and technical assessments to identify new ways to streamline information reporting.
- **Documentation and Standards:** Develop Standard Operating Procedures (SOPs) and comprehensive documentation for all data products and systems to ensure institutional continuity.
- **Strategic Planning:** Create policy or strategy blueprints to guide the long-term integration of data across the Union's various entities.
- **Capacity Building:** Conduct capacity-building sessions to ensure staff can effectively utilize new dashboards and data tools for reporting and decision-making.

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

Professional Experience

- 3–5 years of relevant professional experience.
- Proven track record in managing data-heavy projects and navigating complex organizational reporting structures.

Technical Competencies

- **Data Science / Data Analytics:** Strong expertise in extracting, processing, and visualizing data from diverse sources to create actionable insights.
- **Full-stack Development:** Ability to build and maintain the end-to-end technical infrastructure required for functional data tools and systems.
- **Research and Policy Analysis:** Skills in conducting technical assessments and translating complex data into policy-relevant evidence to inform decision-making.

Other Capabilities

- Ability to work with fragmented IT environments and develop solutions that enable interoperability.
- Proficiency in creating high-level reports and data products suitable for senior leadership and major statutory meetings.

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.