African Union Digital and Innovation Fellowship Program

Title: *Full-Stack Developer*
Organization/Department: *Women, Gender and Youth 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 **Women, Gender, and Youth Directorate (WGYD)** is responsible for leading, guiding, defending and coordinating the AU's efforts on gender equality, development and promoting women's and youth's empowerment. The Directorate designs programmes and projects based on the policies and frameworks adopted by AU Member States. It also oversees the development and harmonization of gender and youth policies; defines strategies for gender and youth mainstreaming within the Commission, AU organs and Member States; and supports capacity building by providing training on gender and youth policies and instruments.

Additionally, the Directorate houses the **AU Innovation Lab**, a strategic hub and co-creative space designed to drive youth-centric innovation, consolidate Africa-centric solutions, and facilitate multi-stakeholder partnerships that accelerate the empowerment of young Africans through implementable policies and digital transformation initiatives.

Role Purpose

The Tech Fellow will provide hands-on technical and innovative support to strengthen, connect, and sustain the Directorate's digital assets. The Fellow will structure program data for evidence-based reporting and modernize existing platforms. The role is designed to eliminate fragmented data silos, providing the Directorate with the analytical tools and dashboards necessary for monitoring and

implementation. Ultimately, the Fellow will institutionalize digital capacity by piloting automation and early AI use cases.

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 (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

1. **Core Technical Competencies**
- **Full-stack Web Development:** Strong front-end skills in **HTML, CSS, JavaScript**, and a modern framework (e.g. React, Vue, Angular, **UX/UI Design**)
- Back-end development experience using **PHP (Laravel), Python, Node.js**, or similar
- Solid experience with **SQL databases** (MySQL, PostgreSQL) and data modelling
- Familiarity with **version control systems** (Git, GitHub/GitLab)
- Understanding of application security, authentication, and user roles
- Ability to debug, maintain, and improve existing codebases
- **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**
- At least 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 collaboration and communication skills with the ability to explain complex technical strategies to both technical and non-technical teams.
- 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 20th 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.