AKADEMIYA

The Expertise We Need. The Africa We Want.

VACANCY ANNOUNCEMENT

AKADEMIYA2063 is a pan-African non-profit research organization with headquarters in Kigali, Rwanda, and a regional office in Dakar, Senegal. Inspired by the ambitions of the African Union's Agenda 2063 and grounded in the recognition of the central importance of strong knowledge and evidence-based systems, the vision of AKADEMIYA2063 is an Africa with the expertise we need for the Africa we want. This expertise must be responsive to the continent's needs for data and analysis to ensure high-quality policy design and execution. Inclusive, evidence-informed policymaking is key to meeting the continent's development aspirations, creating wealth, and improving livelihoods. AKADEMIYA2063's overall mission is to create, across Africa and led from its headquarters in Rwanda, state-of-the-art technical capacities to support the efforts by the Member States of the African Union to achieve the key goals of Agenda 2063 of transforming national economies to boost economic growth and prosperity. Following from its vision and mission, the main goal of AKADEMIYA2063 is to help meet Africa's needs at the continental, regional, and national levels in terms of data, analytics, and mutual learning for the effective implementation of Agenda 2063 and the realization of its outcomes by a critical mass of countries. AKADEMIYA2063 strives to meet its goals through programs organized under five strategic areas: policy innovation, knowledge systems, capacity creation and deployment, operational support, data management, digital products, and technology, as well as strategic partnerships, and outreach activities. For more information, visit www.akademiya2063.org.

I. Vacancy Details:

Position Title:	CAADP Special Advisor - Long-Term Embedded Consultant
Host Department:	AUC Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE)
Location:	African Union Commission, Addis Ababa - Ethiopia
Duration:	Two years, renewable subject to performance and availability of funding
Contract Type:	Long-term consultancy contracted and managed by AKADEMIYA2063, with the consultant embedded at the AUC
Technical Reporting:	Director, Agriculture and Rural Development/Commissioner, DARBE. AKADEMIYA2063 retains responsibility for contract administration and management and provides technical backstopping.

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II. Organizational Context and Background

The African Union (AU), guided by Agenda 2063: The Africa We Want, is committed to promoting inclusive economic growth, sustainable development, food and nutrition security, and resilience across the continent. The African Union Commission (AUC) serves as the executive organ of the Union and is responsible for spearheading the implementation of continental policies, strategies, and programs aimed at accelerating Africa's socio-economic transformation.

Within the AUC, the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) is mandated to coordinate continental initiatives that advance agricultural transformation, food systems development, rural prosperity, environmental sustainability, and climate resilience. Central to this mandate is the implementation of the Comprehensive Africa Agriculture Development Programme (CAADP), the AU's flagship framework for agricultural transformation.

Following the adoption of the Kampala CAADP Declaration and the transition from the Malabo commitment framework toward a more integrated agrifood systems approach, Member States, Regional Economic Communities (RECs), continental institutions, and development partners require strengthened strategic guidance and policy leadership to accelerate implementation, mobilize investments, improve accountability, and ensure alignment with Agenda 2063 aspirations.

III. Position Summary

AKADEMIYA2063 is recruiting a CAADP Special Advisor as a long-term consultant to be embedded at the African Union Commission (AUC) in Addis Ababa, Ethiopia. This role is supported through a Gates Foundation funded project implemented by AKADEMIYA2063. AKADEMIYA2063 will engage the consultant and manage the consultancy contract; AUC will host the consultant and provide technical direction for the assignment. This is a consultancy engagement with AKADEMIYA2063 and does not constitute an AUC staff appointment.

Within DARBE, the consultant will provide high-level strategic, policy and technical advice on the Comprehensive Africa Agriculture Development Programme (CAADP). The assignment will support implementation of the Kampala CAADP Declaration and the CAADP Strategy and Action Plan 2026–2035, in alignment with Agenda 2063. The consultant will strengthen coordination among AU Member States, Regional Economic Communities (RECs), AU institutions, development partners and the private sector to advance agricultural transformation, food and nutrition security, resilience and sustainable rural development. A specific focus will be food baskets, production basins and trade corridors, including integration of soil health considerations.

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IV. Main Duties and Responsibilities

The CAADP Special Advisor serves as the principal strategic and technical advisor to the AUC on the implementation of the CAADP and related continental agricultural transformation initiatives. The incumbent will provide high-level policy leadership, strategic guidance, stakeholder engagement, resource mobilization support, and oversight of CAADP implementation processes to ensure effective delivery of continental commitments under Agenda 2063, the Kampala CAADP Declaration, and other AU policy frameworks. The position will strengthen coordination among Member States, RECs, AU institutions, development partners, and the private sector to accelerate agricultural growth, food systems transformation, food and nutrition security, resilience, and sustainable rural development.

a. Strategic Policy Leadership and Advisory

The CAADP Special Advisor shall:

- Provide strategic policy advice to the Commissioner, Directors, and senior leadership of the AUC on agricultural transformation, food systems, and rural development issues.
- Lead the development and refinement of continental agricultural policies, frameworks, guidelines, and implementation strategies.
- Advise Member States and RECs on translating continental commitments into actionable national and regional policies and investment programs.
- Lead advisory support to the operationalization of the CAADP Strategy and Action Plan 2026–2035, including the domestication of the Kampala commitments by Member States and RECs.
- Provide thought leadership on emerging issues affecting African agriculture, including climate change, food security, agricultural financing, soil health, fertilizer systems, digital agriculture, mechanization, land governance, intra-African agrifood trade under the AfCFTA, nutrition, the inclusion of women and youth, and agrifood systems transformation.
- Advise on coherence between CAADP and related continental frameworks, including the Nairobi Declaration and Africa Fertilizer and Soil Health Action Plan, the AU Climate Change and Resilient Development Strategy and Action Plan (2022–2032), and the AfCFTA, as well as Africa's engagement in the UN Food Systems Summit follow-up process.
- Represent the AUC in high-level continental and international policy dialogues related to agriculture, food systems, and rural development.

b. CAADP Implementation Oversight and Coordination

The incumbent shall:

- Provide strategic oversight and quality assurance for CAADP implementation across Member States and RECs.

- Guide the development, review, and alignment of National Agricultural Investment Plans (NAIPs) and Regional Agricultural Investment Plans (RAIPs) with the Kampala commitments, working in close coordination with AUDA-NEPAD.
- Strengthen coherence and coordination among continental agricultural initiatives and programs.
- Facilitate collaboration among AUC departments, AUDA-NEPAD, RECs, Member States, and technical institutions.
- Advise on measures to accelerate implementation of CAADP commitments and address emerging implementation bottlenecks.
- Support Member States in prioritizing transformative investments and reforms that contribute to agricultural growth and food systems resilience.

c. Monitoring, Evaluation, Accountability and Biennial Review

The Advisor shall:

- Provide strategic guidance to the CAADP Biennial Review process, including the application of the Kampala results framework and indicators, the timeliness and quality of Member State reporting, and the preparation of the continental Biennial Review report and Africa Agriculture Transformation Scorecard for the AU Assembly.
- Guide the enhancement of monitoring, evaluation, learning, and reporting systems for CAADP implementation.
- Review and validate technical reports, analytical studies, scorecards, and policy assessments.
- Advise on data systems, digital monitoring platforms, and evidence-based decision-making frameworks.
- Support analysis of Member State performance, including agriculture public expenditure and investment tracking, and formulation of recommendations for policy and investment improvements.
- Prepare high-level briefs and reports for AU Policy Organs, Heads of State and Government Summits, Ministerial Conferences, and development partners

d. Partnership Development and Resource Mobilization

The Advisor shall:

- Support strategic engagement with development partners, financial institutions, donor agencies, and technical organizations.
- Strengthen institutional partnerships with AUDA-NEPAD, AGRA, FAO, IFAD, World Bank, AfDB, CGIAR, UNECA, WFP, and CAADP knowledge and technical partners supporting the Biennial Review and mutual accountability, and other stakeholders.
- Support the mobilization of technical and financial resources for CAADP implementation.

- Provide strategic guidance on innovative and blended financing mechanisms, including domestic resource mobilization, to support the investment commitments of the Kampala Declaration.
- Facilitate public-private partnerships and private sector engagement in agricultural investment.
- Promote strengthened collaboration between governments, research institutions, civil society organizations, and farmer organizations.

e. Capacity Development and Knowledge Leadership

The Advisor shall:

- Provide intellectual leadership on agricultural transformation and food systems development.
- Support design of continental capacity development programs for Member States and RECs.
- Support identification and dissemination of best practices, innovations, and lessons learned.
- Promote peer learning among Member States through technical exchanges and knowledge-sharing platforms.
- Produce policy briefs, strategic papers, technical guidance notes, and knowledge products.
- Mentor technical staff and contribute to institutional strengthening within the AUC.

f. Strategic Support to AU Leadership

The Advisor shall:

- Serve as a senior advisor on agricultural and food systems matters to AUC leadership.
- Prepare strategic speeches, briefing notes, talking points, and policy memoranda for senior officials.
- Support high-level missions, ministerial conferences, summits, and stakeholder consultations.
- Provide rapid policy analysis and advice on emerging agricultural and food security issues affecting the continent.
- Advise on continental positioning during global negotiations on agriculture, food systems, climate change, and sustainable development.
- Agree an annual plan of work with the Commissioner, covering CAADP implementation, food basin and corridor development, and soil health integration. Report progress against agreed milestones through periodic reviews.

g. Food Baskets, Production Basins and Trade Corridors

The Advisor shall:

- Lead the AUC's technical work on food baskets, production basins and trade corridors as an implementation mechanism for Commitment I(f) of the Kampala CAADP Declaration, connecting areas of productive potential to areas of demand through regional value chains, post-harvest infrastructure and cross-border trade.
- Prepare and implement a plan of work, agreed with the Commissioner, covering CAADP implementation, food basin and corridor development, and soil health integration, and report progress against agreed milestones.
- Lead the preparation of an AU-branded vision note positioning food corridors and production basins as an operational delivery mechanism for CAADP 2026–2035, working through the Commissioner's office and with technical validation from AUDA-NEPAD.
- Support the Commissioner's engagement with potential Heads of State and ministerial champions for the food corridors agenda through evidence-based analysis and briefing.
- Draw on existing corridor and production-basin analysis by continental and international partners to inform AUC decisions, identify remaining decision gaps, and, where necessary, commission narrowly scoped complementary analysis in agreement with AUDA-NEPAD.
- Advise AUC leadership on options for coordinating food corridor initiatives among AU institutions, RECs, Member States and financing partners, without duplicating existing initiatives.
- Work with other experts, in particular the Soil Health Information Scientist, to integrate soil health considerations into the identification and prioritization of production basins.
- Where the AUC and AUDA-NEPAD confirm the need, advise on integrating corridor and production-basin indicators, including on gender equity and inclusion, into the Kampala CAADP monitoring framework and the Biennial Review.

h. Key Results and Performance Indicators

The Advisor's performance will be assessed against the plan of work agreed with the Commissioner, with progress reviewed against agreed milestones. Key results include:

Food baskets, production basins and trade corridors

- A plan of work, with milestones for CAADP implementation, food basin and corridor development, and soil health integration, agreed with the Commissioner within the first three months of assignment.
- An AU-branded vision notes on food corridors and production basins, technically validated by AUDA-NEPAD and tabled at a suitable continental meeting.
- Evidence-based briefing packages prepared for the Commissioner's engagement with potential champions, with early Head of State or ministerial champion engagements under way.

- A synthesis of existing corridor and production-basin analysis in use in AUC decision-making, with remaining decision gaps documented and any complementary analysis agreed with AUDA-NEPAD.
- Options for coordinating food corridor initiatives presented to AUC leadership for decision.
- Soil health criteria reflected in how production basins are identified and prioritized.
- Where the AUC and AUDA-NEPAD confirm the need, options for corridor and production-basin indicators, including on gender equity and inclusion, presented for integration into the Kampala CAADP monitoring framework and the Biennial Review.

CAADP implementation and accountability

- Timely, evidence-based briefs, speeches and policy memoranda delivered to AUC leadership ahead of AU Policy Organ meetings, Specialized Technical Committee meetings, the CAADP Partnership Platform and Summits.
- Member States and RECs supported to align National and Regional Agricultural Investment Plans with the Kampala commitments, against an agreed annual target.
- The Biennial Review cycle delivered on schedule, with improved Member State reporting coverage and data quality.

V. Academic Requirements and Relevant Experience

- Master's Degree in Agricultural Economics, Agriculture, Food Systems, Rural Development, Development Economics, Public Policy, Environmental Sciences, Natural Resource Management, or a related field.
- A PhD in a relevant discipline is highly desirable.
- The candidate must possess:
  - A minimum of 15 years of progressively responsible professional experience in agricultural development, agricultural policy, food systems transformation, or rural development.
  - At least 10 years of experience at senior advisory, management, leadership, or policy level.
  - Demonstrated expertise in CAADP implementation and African agricultural policy processes, including direct involvement in NAIP formulation, the CAADP Biennial Review, or continental policy negotiations.
  - Proven experience working with African governments, RECs, continental institutions, or international development organizations.
  - Extensive experience in policy formulation, strategic planning, programme implementation, and resource mobilization.
  - Strong track record of engaging high-level policymakers, ministers, development partners, and regional organizations.

- A record of published policy analysis or strategic documents that have informed agricultural or food systems policy decisions at national, regional or continental level.
- Experience supporting continental or international development initiatives is highly desirable.
- Experience with regional value chains, cross-border agrifood trade, trade corridors or spatial development initiatives, including work with RECs and financing institutions.

VI. Required Skills and Competencies

The successful candidate should demonstrate:

- Deep knowledge of CAADP, Agenda 2063, and AU agricultural policy frameworks.
- Strong strategic planning and policy advisory capabilities.
- Excellent analytical, research, and problem-solving skills.
- Advanced stakeholder engagement and diplomatic negotiation skills.
- Strong resource mobilization and partnership development expertise.
- Experience in monitoring, evaluation, accountability, and results-based management.
- Excellent report writing, public speaking, and communication skills.
- Ability to build consensus among diverse stakeholders.
- Strong leadership and team management capabilities.
- Ability to work effectively in multicultural and politically sensitive environments.

a. Leadership Competencies
- Strategic Perspective and Vision
- Driving Change and Innovation
- Managing Partnerships and Stakeholder Relations
- Decision Making and Accountability
- Developing Institutional Capacity
- Results-Oriented Leadership
- Managing Risk and Complexity

b. Functional Competencies
- Agricultural and Food Systems Policy Analysis
- Strategic Advisory Services
- Program Design and Oversight
- Results-Based Management
- Monitoring, Evaluation and Learning
- Resource Mobilization and Investment Facilitation
- Partnership and Stakeholder Management
- Knowledge Management and Capacity Development
- Regional trade and corridor development

c. Language Requirements
- Full professional proficiency in English.

- Knowledge of a second AU working language is highly desirable (Arabic, English, French, Kiswahili, Portuguese or Spanish).
- Excellent written (drafting) and verbal (presentation) skills are required.

VII. Evaluation Criteria

Candidates will be assessed against the following criteria:

- Academic qualifications and professional certifications.
- Demonstrated experience in CAADP implementation and continental agricultural development.
- Strategic leadership and policy advisory experience.
- Experience working with AU institutions, RECs, Member States, and development partners.
- Resource mobilization and partnership-building track record.
- Analytical, communication, and report-writing skills.
- Understanding of Agenda 2063 and continental agricultural transformation priorities.

VIII. Submission of applications

Interested candidates should submit their applications through This Link by **5:00PM (Kigali time) on November 20, 2026.** The selected consultant will be based at the African Union Commission in Addis Ababa, Ethiopia, for the assignment.

IX. Additional Considerations

- This is a long-term consultancy contracted and managed by AKADEMIYA2063. The consultant will be embedded at the African Union Commission in Addis Ababa, Ethiopia, and receive technical direction from the designated AUC supervisor.
- The final scope of services, deliverables, consultancy fees and payment terms will be agreed with AKADEMIYA2063 and set out in the consultancy contract.
- The consultancy is for a period of two years, in line with the project duration and funding period. Continued engagement during this period is subject to satisfactory performance and the terms of the consultancy contract.
- Applications received after the closing date will not be considered. Only shortlisted candidates will be contacted.
- AKADEMIYA2063 is committed to equal opportunity in the selection of consultants. Qualified women are strongly encouraged to apply.