Advisor (m/f/d) for skill development in Pakistan’s Textile Industry

<table>
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<tr>
<th>Job-ID:</th>
<th>Location: Lahore</th>
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<td>P1533V6148</td>
<td>Assignment period: 09/01/2021 - 12/31/2023</td>
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<td>Type of employment: full- or part-time</td>
<td>Field: Economic Development</td>
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<td>Application deadline: 06/27/2021</td>
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**Job description**

The textile and fashion industry with its large clusters in Punjab is Pakistan's most important manufacturing sector and faces a major modernisation process in which sustainable production is a major success factor. The project "Labour and Environmental Standards in Pakistan’s Textile Industry" works towards sustainability in the textile and fashion industry of the Punjab to increase competitiveness and economic resilience. The
The project aims to strengthen public and private sector actors’ cooperation, capacities, and competencies to jointly plan and execute approaches to synergize the economic, ecological and social dimension of sustainability in the textile and fashion industry. The project’s focus is on improving cooperation between and within public and private stakeholder groups, capacity development of state actors and enhancing business services for the private sector.

**Your tasks**

- Provide support to the project partners in planning and execution of capacity development measures including tools, systems, assessment methodologies and administrative structures
- Develop and implement training and development plans for improvement in employability of workers in textile and garment industry of Pakistan including, competency development and on measures as per partner’s requirements
- Develop on-the-job training mechanisms for job placements for vulnerable groups, i.e. unskilled labour, people with disabilities, migrant workers, women, in the textile and fashion industry
- Manage capacity development and skills enhancement measures linked with all pillars of sustainability for the textile and fashion industry
- Work on training and skills development activities of the component, partners and stakeholders to enhance their capacity on technical, organizational and management aspects in the context of human resource development
- Coordinate with other components/thematic areas to identify joint topics and develop coherent approaches and development concepts

**Your profile**

- University education, preferably with reference to capacity or organisational development e.g. vocational training, HR, management sciences, sociology, international development, economics or other relevant fields
- Several years of professional experience in private sector capacity development, dialogue and exchange or training and skills development
- Knowledge of current concepts and instruments for promoting capacity and skills development
- Consultancy and methodological competence in planning, advisory and monitoring methods
- Consultancy experience at the local implementation level and with local actors
- Political analytical skills and ability to find feasible ways for different actors/conflict parties
Knowledge of social and cultural sensitivity as well as high level of personal commitment, flexibility and stress resilience

Very good knowledge of English; knowledge of other languages is an asset

Location information

The GIZ offers an additional benefits package for deployments in fragile security situations. You can find further information in the Guide to the Collective Agreement on Assignment Conditions in Fragile Contexts.

Pakistan is a family-friendly location. Pakistan is twice the size of Germany and Switzerland combined and has a population of approximately 220 million. The province of Punjab is home to more than half of Pakistan's population and Lahore, as the capital of Punjab with a population of about 15 million, is the second largest city in Pakistan and both the historical and cultural capital of Punjab and the administrative and industrial capital of the province. The hottest months are May to July, when the temperatures rise to 45 degrees Celsius. The monsoon usually begins at the end of June. The coldest months are December to February with temperatures around 10 degrees. Air pollution is very high, especially in winter. There is a selection of international kindergartens and schools for primary students. Medical care is also generally good in Lahore and other major cities. The country offers a variety of interesting travel opportunities and great excursion destinations which are also accessible to GIZ employees. Lahore is well integrated into international air travel with daily connections via Arab countries, Turkey, and Thailand. The climate is humid, subtropical and characterized by five seasons.

The security situation is tense. Tailored security risk mitigation measures are in place for GIZ staff in country. GIZ staff must adhere to security measures at all times. Please also check the county-specific information provided by the German Federal Foreign Office. GIZ runs a professional security risk management system in the field of deployment. The freedom of movement is restricted. GIZ does not impose any restrictions on life partners and family members to move with you to the country of deployment. We kindly ask you to inform yourself which forms of relationships are legally and socially accepted in the country of deployment.

At the site of operation the particulate pollution occurs to be many time higher than the European acceptable limit. As part of the selection process and during the recruitment examination you will be informed of appropriate protective and behavioural measures.

Notes

Please understand that we can accept and process in principle only applications via our E-recruiting system. Following the confirmation of your successful application, kindly check your spam / junk mail folder on a regular basis, since some provider classify emails...
from our recruiting system as spam.

GIZ would like to increase the proportion of employees with disability, both in Germany and abroad. Applications from persons with disabilities are most welcome.

GIZ is a signatory of the Diversity Charter. Recognition, appreciation and inclusion of diversity in the company are important to us. All employees shall be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, age or sexual orientation.

If you have any questions about benefits and employment opportunities for accompanying partners, please contact: map@giz.de

Our benefits

Ensuring the compatibility of career, family work and care commitments is part of our corporate policy. Flexible working hours and comprehensive preparation packages for families accompanying staff abroad are two examples of the opportunities that GIZ offers its employees. Our family-friendly philosophy also includes providing support for family members in need of care. Everyone has the same opportunities in our company, regardless of gender, nationality, religion, sexual orientation or physical disability. We recruit based on specialist expertise and social skills. Transparency and fair opportunities for career advancement are just as much a matter of course for us as gender not being a barrier to taking up a management position. Your work will begin with an onboarding and preparation phase that will give you initial insights into GIZ and lay the groundwork for your upcoming assignment, establishing new contacts and building up your network. We provide opportunities for taking part in training and professional development to all our staff. Our Academy for International Cooperation (AIZ) will help you develop your skills. We are a provider of international cooperation services for sustainable development and work to build a future worth living around the world. We support projects in over 130 countries to achieve goals sustainably together with our partners. During your assignment abroad, we will largely reimburse you for the school fees incurred for sending your children to schools providing a general education. Extensive check-ups and preventive measures (e.g. on appointment, before the outward journey, during the stay in a country of assignment, in an emergency) are provided to our staff and the family members accompanying them as a matter of course. You will receive various additional benefits during your stay abroad that will depend on your country of assignment. In many places, you will receive a subsidy towards the rent on your place of residence. If you have not yet found suitable accommodation at the time of your outward journey, you will receive a subsidy to put towards your hotel costs. We have put together an extensive package of benefits for family members accompanying staff abroad, including medical check-ups, language lessons and lump-sum allowances for the outward and homeward journeys. The Academy for International Cooperation (AIZ) also offers a range of preparatory courses on local culture, history and customs and on travelling with children. We allow our staff to accrue
working time credits in a long-term working time account. This credit can then be used to take a lengthy leave of absence. We offer you various part-time working models to give you flexibility in planning your working and home lives. Flexi-time and the possibility for mobile working gives staff maximum flexibility. We reward staff who achieve their agreed annual targets with a variable remuneration component.

About us

We create prospects for people and with people. As GIZ has an international mandate, we offer a multicultural working environment. We are committed service providers and dedicated professionals, even under difficult circumstances. We take pride in enabling our employees to develop their professional and personal skills. There are plenty of reasons to join our motivated team – ranging from the diverse challenges you will face on a daily basis in one of our 130 partner countries, to the broad scope you will have for shaping your work.

Contact

Recruitment and Follow-on assignments Client Portal
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