



JUNIOR PROFESSIONAL PROGRAM



WHAT IS A JUNIOR PROFESSIONAL PROGRAMM ABOUT?

Consultancy services in development cooperation are dependent on skills, knowledge and creativity and are committed to achieving results. GFA's competitive advantage is inherent in its personnel. High recruitment standards and ongoing investment in the staff are key criteria for GFA's personnel management.

The aim of the GFA junior professional program is to give you an entry into international cooperation and to qualify you for key positions in our company and in our projects.

The program is designed to enable you to develop the skills and acquire the experience necessary to work as a professional consultant in the field of international cooperation. Fully integrated into one of our technical departments for the entire duration of the program, you will gain a clear understanding of the entire project management cycle, from project acquisition through project management to the final evaluation of the impact achieved. You are given tasks and activities of increasing responsibility and work on projects at our headquarters in Hamburg or our office in Berlin and on short-term assignments abroad. At the same time, the you

will participate in regular training modules to enhance your knowledge of key development cooperation processes and procedures and to strengthen your management skills.

The duration of the program is between 12 and 18 months (depending on relevant postgraduate studies). The aim for the next step is a long-term project abroad.

WHAT YOU OFFER

- Excellent university degree with technical relevance to GFA's main business areas, background in economics is desirable.
- Postgraduate studies or PhD related to the field of development cooperation is an asset.
- Fluent English, good working knowledge in either French, Spanish or Portuguese; German is an asset.
- Internships or other first practical experiences in developing or transition countries.
- Outstanding social competence, team and communication skills.
- High standards regarding own work quality, permanent willingness to learn as well as a self-reliant and independent work style.
- Strong ability to cope with pressure and efficient time management.





WHAT WE OFFER

- Structured introduction into GFA's business processes, i.e. acquisition, project management, and the provision of expertise through assignments in projects and studies.
- In-depth introduction to and on-the-job training in the project acquisition process with increasing transfer of responsibilities. This includes the preparation and carrying out fact-finding missions, the preparation of technical and financial offers as well as the successful negotiation with partners, clients and experts.
- Participation in the coordination of tenders and, in fact-finding missions.
- In-depth introduction to and on-the-job training in project coordination and management over the entire project cycle with increasing transfer of responsibilities. This includes the set-up of required procedures and preparation of expert teams at project start, the coordination and financial project management, quality assurance, reporting, monitoring and evaluation, as well as knowledge management.



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- Cooperation with, and support of project team(s) from Hamburg or Berlin and on site.
- Assignment of at least three specialist missions abroad including the compilation of the reports (accompanied by an experienced consultant – with growing areas of responsibility).
- Introduction to the main clients/financing institutions in development cooperation (EU, GIZ, BMZ, KfW and others) and their procedures and regulations (project cycles, reporting systems, financial management, tendering procedures, etc.).
- Development of personal contacts with clients and partners (building up networks).
- And since our projects take place abroad, we also send you on travels. Possible assignments are: Short term studies (e.g. participation in feasibility studies), project visits on site (backstopping mission), and fact-finding missions.

SPECIFIC TRAINING PROGRAM

We offer a comprehensive training program that includes online and classroom seminars. We place special emphasis on teaching skills in the areas of agile project management and design thinking. Sustainability plays an important role in most projects, which is why we also offer targeted training in this area.

MENTORSHIP

Mentoring the next generation of consultants is a shared responsibility of all current consultants and managers within GFA. However, an individual mentor will be available for you in order to share his/her experiences and assist you in understanding and adhering to the standards of conduct and professional culture of a development consultant. The mentor will guide your professional development, will support you in all matters related to professional and personal questions and in the development of a professional network.





HOW TO APPLY?

We always advertise our junior professional positions on our website.

But don't let that stop you from submitting an unsolicited application through our website at any time if a position is not advertised. We will then contact you and get back to you as soon as a position becomes available.





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