

3. Internship title
Ethiopia-Urban Management Specialist

Project description

Within the framework of its CIDA-funded partnership program, CUI launched the Urban Development Partnerships Project Ethiopia (UDPP Ethiopia). The goal of UDPP Ethiopia is to support local and national partners to realize governance, urban management and poverty reduction goals articulated in country’s national poverty reduction paper – Plan for Accelerated and Sustained Development to End Poverty (PASDEP). The project has two emphases, working at: 1) the city level, supporting the City Government of Addis Ababa (CGAA) to develop model approaches to enhancing urban governance, urban sustainability and poverty reduction, and, 2) the national level, contributing to and learning from the national dialogue on urban development. UDPP Ethiopia will build the capacity and strengthen the institutions of city governments in Ethiopia by sharing technical expertise and know-how.

Host Country (State/Province, City)	Primary and Secondary Sectors	Overseas Host Organization
Ethiopia, Addis Ababa	Promoting good governance – public sector institution and capacity building	CUI – Ethiopia Field Office

Job description

In Canada:
 The intern will spend the Canadian portion of the internship preparing for the overseas component, by arranging for the logistics for the overseas stay; by conducting background research on the host country, host organization, associated CUI project, and relevant topics; and by familiarizing his/herself with the cultural and business practices of the host country.

Following the overseas portion, the intern will return to Canada to debrief, write his/her final report, conduct outreach activities to share his/her experience with the Canadian public, and begin his/her job search.

Overseas:
 The intern will join CUI’s office in Ethiopia and work primarily with the Urban Development Capacity Building Office (UDCBO), Ministry of Works and Urban Development (MWUD) to support the implementation of their human resource development strategy and Human Resource Development (HRD) components of the Good Urban Governance Reform Package (GUGRP). The intern will review relevant policies, strategies, and programs to analyze HRD sub-components. She/he will research best practices, strategies and methodologies to implement the HRD sub-program. The intern will support UDCBO to adopt participatory practices that better involve stakeholders in decision-making. The intern will be assigned the following activities:

- 1) Review relevant HRD policies, strategies, and programs and develop an action plan for the HRD Strategy with participatory implementation strategies
- 2) Assess the capacity of the Ethiopian Civil Service College (ECSC) in HRD and assist in the development of synergetic links between UDCBO’s and ECSC’s HRD programs.
- 3) Using participatory methodologies, review the training methodology of ECSC and develop an action plan for improving the administration of the Urban Management Master’s Program.

Qualifications			
<p>The intern should have the following qualifications and experiences:</p> <ol style="list-style-type: none"> 1) Master's degree in a field related to urban management and/or human resource management 2) Some work experience in human resource development and management is desired 3) Willingness to adopt participatory approaches 4) Ability to work independently with dedication 5) Knowledgeable and innovative, willing to bring new ideas to the table 6) Quick learner with a good appreciation of the local context 			
Expected Development Outputs	Indicators	Expected Employment Outputs	Indicators
<p>Increased UDCBO capacity and knowledge base to adopt good HRD practices for good urban governance.</p> <p>Developed ability of UDCBO to link HRD with Urban Development.</p> <p>Analyzed relevant policies and developed HRD plans, strategies and methodologies for effective HRD and implementation of the Urban Management Master's Program.</p>	<p>Partners linking HRD with Urban Development, enhanced working relationships between UDCBO and ECSC, and integrated HRD plans for strengthening good urban governance.</p>	<p>The intern will gain skills in understanding urban governance issues in developing countries, in developing proactive strategies and practical methodologies in HRD using participatory approaches, in hands-on research, and in participatory assessments of local government processes.</p>	<p>Internship performance feedback indicates improved skills in understanding urban governance issues in developing countries, developing proactive strategies and practical methodologies in HRD using participatory approaches, hands-on research, and participatory assessments of local government processes.</p>
In Canada Start Date:	Overseas Departure Date:	Overseas Return Date:	In Canada End Date:
June 16, 2008	July 5, 2008	January 3, 2009	February 13, 2009