

horizont3000 - Austrian Organization for Development Cooperation, is seeking an Expert for Organisational Development for a **SHORT-TERM ASSIGNMENT in Nairobi (Kenya) UNTIL THE END OF 2026.**

Advisor for Organisational Development

Full time at *The NEST, Nairobi/ Kenya*

Founded in the early 1990s, *The NEST* is a Nairobi-based organisation dedicated to supporting vulnerable children and mothers affected by incarceration. It operates a children's home, nursery, and mothers' centre, providing care, protection, and opportunities for reintegration.

The NEST focuses on improving the living conditions of children in conflict with the law & children whose mothers are imprisoned—often for minor offenses—through rescue, rehabilitation, and social and economic reintegration. Its work also includes supporting the mothers after their prison term, protecting vulnerable girls, and raising public awareness of the challenges faced by affected children.

The organisation is now entering a transition phase, with current management preparing to hand over leadership. To ensure a smooth and sustainable transition, an experienced advisor is sought to provide hands-on technical support, strengthen organisational systems, and guide the process from planning through to implementation, including stakeholder communication, capacity building, and formal handover.

Your Responsibilities

The advisor supports the team of NEST in the areas:

- Review and strengthen the existing structures for programme development
- Strengthen internal management systems to enhance independent decision-making and operational ownership for proper transition
- Support the staff to manage and adapt to the organizational changes
- Review and assess the efficiency of current work force according to the job market.

Your Profile

- **Qualification in humanities (social work, psychology studies), management studies and organizational development, or related field**
- **Minimum of four (4) years' relevant professional experience**
- Knowledge of improving organizational structures
- Experience in development work
- Proven experience in mentoring and coaching organizational staff, particularly in community based organizations
- Able to work in a multicultural setting and respects diversity
- Previous work with vocational education institutions is an added advantage
- Fluency in English
- Extended Certificate of Good Conduct is required

- For the North2South assignment we are looking for an expert with a valid work permit for Austria/ EU as well as Kenya. The position cannot be filled with a local contract/Kenyan!

Our Services

Further information on financial benefits can be found in the [FAQs](#). The position will be filled as soon as possible.

Your Working Environment

Location of work

The work place will be based in Nairobi in Limuru.

Nairobi

Nairobi is a metropolis with about 4.4 million inhabitants. It is located at an altitude of about 1800 metres above sea level, and therefore has a moderate subtropical highland climate. Due to the altitude, the evenings are usually cool, with temperatures around 10 degrees Celsius, while daytime temperatures average between 23 to 27 degrees Celsius.

Nairobi is home to a large expat community and provides a high number of shopping malls and other leisure/supply facilities that meet international standards. In addition to that the city hosts a big number of high-quality health care facilities, like the Kenyatta National Hospital, the Aga Khan University Hospital, or the Gertrude's Children's Hospital and provides for plenty of well-equipped pharmacies that are open 24/7. In addition to that the city is a hub for numerous academic and cultural institutions and museums, which attract people from all over the region. Due to a big housing market it is relatively easy to find an adequate living space within Nairobi. The popular residential areas close to the city center experienced a hike of rental prices but there are areas that still provide an affordable number of proper living space - for example, Westlands and Kileleshwa.

Although the security situation in Nairobi has continuously improved during the past years, the city is still struggling with comparably high rates of crime. Therefore, it is advisable to stay vigilant and cautious at all times. A generally big security challenge throughout Nairobi is traffic, which is especially dangerous during rush hours. Especially at night, it is advisable to use a registered Uber, or a trusted taxi driver.

Webpage *The NEST* <https://www.thenesthome.org/en/home/>

Jetzt bewerben

Diversity, inclusion and equal opportunities are very important to horizont3000. We welcome applications regardless of gender, age, ethnic origin, nationality, religion, disability or sexual orientation via our job portal.

horizont3000 is committed to providing a safe organisation and to preventing harm in any form for all staff and associated personnel, children and the community with whom they interact. Therefore, horizont3000 is implementing the highest standards of recruiting incl. check of criminal records and vetting procedures. Selected candidates adhere to the Code of Conduct of horizont3000.