

horizont3000 - Austrian Organization for Development Cooperation, is seeking an Expert for Organisational Development for an assignment in Beira (Mozambique) **until end of 2026**.

Advisor for Organisational Development for Project Department

Short-term assignment in Beira/ Mozambique, full-time until end of 2026

ESMABAMA is a civil society organisation that implements community development projects in partnership with national and international donors. As part of its institutional growth and the need to strengthen the technical and organisational quality of the Projects Department, ESMABAMA intends to welcome an advisor, in partnership with horizont3000.

This advisory role will **focus primarily on institutional strengthening, team training and improving internal project management systems**. The mission is to strengthen the technical and organisational capacities of ESMABAMA's Project Department, ensuring its sustainable improvement.

Your Tasks

Organisational development (50%)

- Support the clarification of internal processes in the Projects Department
- Improve annual, quarterly and monthly planning systems
- Create or improve project document management systems
- Develop standardised narrative report templates
- Support the systematisation of good practices and lessons learned
- Train the team in PCM

Project Writing and Formulation (25%)

- Identify funding opportunities
- Support the construction of logical frameworks
- Train the team in project preparation
- Support the preparation of concept notes and full proposals
- Develop a standardised internal model for proposal submission
- Ensure strategic alignment between projects and institutional plan

Monitoring, Evaluation and Reporting (25%)

- Develop or strengthen monitoring and evaluation tools (indicators, matrices, tracking tables)
- Train the team in indicator-based monitoring
- Develop an annual and quarterly monitoring plan
- Support the creation of an internal system for monitoring reporting deadlines and contractual obligations
- Support the technical review of narrative reports

- Ensure consistency between narrative and financial reports
- Introduce simple impact measurement tools
- Support preparation for audits.

Your Profile

- **Higher education in Development, Social Sciences, Management or related areas**
- Proven experience in project management
- Experience in monitoring and evaluation
- Experience in writing proposals for international funders
- Experience in institutional strengthening
- Fluency in Portuguese and English (mandatory)
- Strong teamwork skills and intercultural sensitivity
- Commitment to gender equality and sustainable development.

Our Services

Further information on financial benefits can be found in the [FAQs](#).

Application deadline is 26th of March 2026. The position will be filled as soon as possible.

NOTE: for the North2South short term assignment we are looking for a specialist with a valid work permit for Austria/ EU as well as Mozambique!

Your Working Environment

Location of work

The workplace will be located in Beira, with occasional travel to project implementation areas.

Beira

Beira, the capital of Sofala Province, has more than 600,000 inhabitants. The city is important economically due to its industrial port and the main transport route to Zimbabwe (Beira Corridor). Daily flights and bus connections to the capital Maputo ensure good accessibility. The climate is subtropical, hot and humid.

A number of apartments are available in Beira although they are not (yet) comparable to European standards. Most parts of the city have electricity and water supplies. Money can be withdrawn from various banks using all major credit cards and debit cards. There are several private clinics and a provincial hospital for initial treatment. In addition to Portuguese-speaking schools and kindergartens, there is also an international English-speaking school. Landline and mobile phones as well as the internet are available and work quite well both in the city and in rural areas. There are restaurants offering international cuisine, excursion opportunities and water sports.

Beira is relatively safe, but burglaries and thefts do occur. Increased vigilance is required at night. In general, night-time driving is not recommended due to the poor condition of the roads.

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.