

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

Advisor for Organisational Development for NGO in Agroecology

Full-time assignment in Beira/ Mozambique

Azada Verde is a non-profit organisation that works to strengthen rural communities through the development of local and sustainable food systems, with a focus on agroecology, reforestation, environmental education, climate change adaptation and the empowerment of women as agents of change. The organisation works closely with rural communities, and also develops education, awareness-raising and fundraising activities.

As part of its institutional growth and internal capacity building, Azada Verde is looking for an Advisor in Internal Organisation, Organisational Development and Project Design, who will contribute to strengthening the organisational structure, internal management systems, reporting and impact measurement, as well as project development and monitoring.

The selected candidate will work closely with management and coordination teams, providing technical and methodological support in the areas of internal organisation, strategic planning, information management, organisational development, and project design.

Your Responsibilities

Advise in organisational development (50%)

- Contribute to internal organisation and clarification of processes, functions, responsibilities and workflows, in coordination with the Management
- Strategic planning, including the definition of priorities, objectives and action plans
- Strengthen the organisation in management, systematisation and analysis of institutional and project information
- Develop and improve internal and external institutional reporting systems
- Develop and implement M&E systems and impact measurement systems, including defining indicators, data collection and analysis, and organisational learning
- Systematise processes, learning and good organisational practices

Advise in Project Management (50%)

- Contribute to the identification of projects based on needs identified in the field
- Participate in the preparation and drafting of project proposals
- Collaborate in filling out application forms for calls for proposals and funding opportunities
- Ensure that projects are aligned with the organisation's strategy and objectives
- Develop a practical model for donor mapping
- Gender and environment action plans.

Your Profile

- Bachelor's or Master's degree in social sciences, international development, administration, management or related areas, with specialisation or experience in project management, monitoring and

evaluation

- Expert with experience in organisational development as well as monitoring and evaluation systems, including the use of information technology-based platforms and tools (CRM, databases, reporting systems)
- Experience in the design, management, monitoring and implementation of projects and programmes.
- High social competence, ability to work in a team, flexibility and intercultural sensitivity
- Excellent self-organisation, coordination and flexibility for traveling at least 1 to 2 times per month in the project area in the region
- Fluent in Portuguese and good command of spoken and written English
- Commitment to gender equality, human rights and the principles of sustainable development
- **For the North2South short term assignment we are looking for a specialist with a valid work permit for Austria/ EU as well as Mozambique.**

Our Services

Further information on financial benefits can be found in the [FAQs](#). **Application deadline is 11th of February 2026. The position will be filled as soon as possible.**

Your Working Environment

Location of work

The workplace will be located in Beira, with travel to Azada Verde's intervention sites in the districts of Chibabava and Buzi.

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.