



Neue Perspektiven im AHA-Team

With over 70 years' experience, the Andreas Hermes Akademie (AHA) has grown and established itself as a key training organisation in the agricultural sector. We accompany people and organisations engaging in dialogue, development and change processes. As part of the German Federal Ministry of Economic Cooperation and Development initiative "ONE WORLD – No Hunger", we are working to strengthen farmer-based organisations in Africa and India. To accompany these organisations (usually formed as associations), we are looking to **expand our pool of trainers**:

Freelance Organisational Development (OD) Trainers / Business Advisers

Your responsibilities

- You will accompany partner organisations in Africa and India as they develop and increase capacity. This includes diverse areas ranging from organisational and economic assessment, via strategic processes, to leadership training, team development processes, accompanying change and developing business models. In close cooperation with the programme management and the partner organization, you will draw up goals, strategies, and implementation programmes. The OD process can be highly structured or, in the sense of an open OD, highly adaptive.
- Undertaking 3-4 trips of 5-10 days each year, you will implement strategies via workshops, training and coaching, often together with local trainers and/or industry experts. You will also successfully carry out remote implementation in suitable formats and employing digital tools, as has now become necessary due to the corona pandemic. You will steer the OD process and document its implementation.

Your profile

- You are an experienced OD trainer and/or business adviser with a systemic background and people-oriented attitude.
- You have already worked in intercultural contexts and embody a high level of cultural sensitivity. You find it easy to interact on a level footing with the most diverse forms of organisation and stages of development. You possess excellent language skills in French and/or English.
- You are familiar with the structures of large organisational units as well as owner-managed family businesses.
- Experience in the field of association development and a connection to the agricultural and food industry will be of great advantage.

We offer you

- You will be part of a pool and network of national and international trainers as part of the AHA Team in Bonn and Berlin, and a wider network of donors and partners.
- A long-lasting and rewarding collaboration characterised by active participation and individual responsibility.

We would be delighted to hear from you.
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**ANDREAS
HERMES
AKADEMIE**