



ECOSOCC
Economic Social & Cultural Council

**The voice of the
African Citizenry**

ECONOMIC, SOCIAL AND CULTURAL COUNCIL (ECOSOCC)

CALL FOR APPLICATIONS

ECOSOCC KENNETH KAUNDA GRADUATE IMMERSION PROGRAMME

An Organ of the



Economic Social & Cultural Council
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1. Background

The Economic, Social and Cultural Council (ECOSOCC) is an advisory organ of the African Union, established during the Third Ordinary Session of the AU Assembly in Addis Ababa, Ethiopia in 2004 under the provisions of articles 5 (i) and 22 of the AU Constitutive Act. The organ is mandated to actively engage civil society in the processes and work of the Union, particularly with regard to Africa's integration and development. ECOSOCC comprises various social, private sector, and professional groups of member states of the Union, and the African diaspora (Assembly/AU/ Dec.48 (III)) and functions primarily as a bridge through which the African Union can partner and engage with civil society organizations on the continent.

ECOSOCC's mandate includes:

- Contributing, through advice, to the effective translation of the AU's objectives, principles, and policies into concrete programmes, as well as evaluating those programmes
- Undertaking studies and making recommendations
- Contributing to the promotion and realization of the AU's vision and objectives
- Contributing to the promotion of human rights, the rule of law, good governance, democratic principles, gender equality and child rights
- Promoting and supporting the efforts of institutions engaged in reviewing the future of Africa and forging pan-African values to enhance an African social model and way of life
- Fostering and consolidating partnership between the AU and CSOs
- Assuming functions referred to it by other AU organs.

Members of the CSO include, but are not limited to:

- Social groups: e.g. those representing women, children, youth, the elderly, and people with disabilities and special needs
- Professional groups: e.g. associations of artists, engineers, health practitioners, social workers, media, teachers, sports associations, legal professionals, social scientists, academia, business organizations, national chambers of commerce, workers, employers, industry and agriculture, and other private sector interest groups
- Non-governmental organizations (NGOs), community-based organizations (CBOs) and voluntary organizations
- Cultural organisations
- Social and professional organizations in the African Diaspora (in accordance with the definition approved by the Executive Council)

2. ABOUT THE KENNETH KAUNDA GRADUATE IMMERSION PROGRAMME

The African Union Economic, Social and Cultural Council (ECOSOCC) is proud to introduce the Kenneth Kaunda Youth ECOSOCC Graduate Programme, a prestigious initiative

dedicated to shaping the next generation of Zambian leaders. Named in honor of Kenneth Kaunda, Zambia's founding president, and a pioneer of Pan-Africanism, this programme embodies his legacy of unity, self-determination, and youth empowerment while focusing on building the capacity of young professionals to contribute meaningfully to national and continental development.

This initiative provides recent Zambian graduates with hands-on experience in policy development and program implementation within an intergovernmental and multilateral context, familiarizing them with the day-to-day operations of an African Union organ. Through direct engagement in ECOSOCC's programmatic and non-programmatic functions, participants will enhance their professional competencies, develop leadership potential, and gain a deeper understanding of regional integration, continental development, and the African Union, while ensuring meaningful participation in these processes.

Designed to bridge the gap between academic training and real-world professional practice, the programme is aimed at high-performing recent graduates who aspire to contribute to Africa's socioeconomic transformation. It further serves as a strategic pipeline for talent acquisition within AU institutions and affiliated organizations, ensuring that emerging professionals are well-equipped to navigate the complexities of international diplomacy and governance.

As a key component of the ECOSOCC University Outreach Initiative, the programme partners with universities and research institutions in Zambia to maintain a flow of highly skilled candidates while fostering a long-term network of young professionals through alumni engagement. By embedding Pan-African values and reinforcing participatory governance, the **ECOSOCC Kenneth Kaunda Graduate Immersion Programme** aim to promote youth employability and prepare future leaders to champion the African Union's vision of an integrated, prosperous, and peaceful continent.

2.1 PROGRAMME OBJECTIVES

- Equip recent graduates with practical experience in international governance, policy formulation, and programme implementation, ensuring they acquire skills relevant to the global job market.
- Foster Pan-African engagement and create pathways for continued affiliation with AU institutions and other regional bodies, fostering a strong network of youth committed to the advancement of African integration.
- Enhance the employability of participants through skills development, mentorship, and exposure to international convenings.
- Develop the next generation of African professionals through training in diplomacy, research, advocacy, and project management.
- Cultivate leadership, innovation, and problem-solving by engaging graduates in real-world projects that address Africa's socio-economic and political challenges.
- Attract diverse and top talent to the African Union ecosystem.
- Promote corporate social responsibility by providing young graduates with opportunities to contribute to the work of ECOSOCC and the African Union.
- Strengthen collaboration between academic institutions and AU organs to enhance research and knowledge-sharing in policymaking.

2.2 SELECTION CRITERIA

As a youth-focused programme, eligible candidates must meet the youth status criteria outlined by the **African Union, specifically, be under 35 years of age at the time of application.**

Additional requirements include:

- Master's or bachelor's degree in social sciences or a relevant discipline, awarded **within the last five years.**
- Demonstrated academic excellence, having graduated with **Distinction or Merit.**
- Strong analytical, research, and communication skills.

2.3 DOCUMENTS REQUIRED

Interested candidates must submit the following documents as part of their application:

1. Letter of Motivation - A maximum of one page, font size 12, written in English, outlining their interest in the program, career aspirations, and their fit for the program.
2. Curriculum Vitae (CV)
3. University-Certified Bachelor's/master's Certificates
4. University-Certified Transcripts of Academic Records
5. Two (2) Signed Letters of Recommendation

2.4 PROGRAMME STRUCTURE AND BENEFITS

- **Duration:** Nine (9) months, with a possibility of extension to one (1) year.
- **Experiential Learning:** Active involvement in policy research, project coordination, stakeholder engagement, and organizational operations within ECOSOCC.
- Trainees will attend at least one international **African Union (AU) convening** or meeting to gain exposure to high-level decision-making processes.
- **Mentorship and Training:** Structured training in research, diplomacy, programme, project management, and international relations facilitated by senior professionals and AU experts.
- **Career Advancement:** An official recommendation upon successful completion will be provided to enhance career prospects within international organizations.
- **Networking Opportunities:** Access to AU bodies, Pan-African institutions, and key stakeholders in international development.
- **Financial support:** While the programme does not offer salaried remuneration, trainees will receive a monthly transport stipend to support their participation.

2.5 SUPERVISION AND REPORTING

- Trainees will work under the overall supervision of the Head of Programmes at ECOSOCC.
- Regular performance evaluations will be conducted to ensure meaningful engagement and professional growth.
- Trainees must submit progress reports outlining their experiences, key learnings, and contributions.

2.6 DUTY STATION

Trainees will be stationed at the ECOSOCC Secretariat, located at 8658 Kudu Road, Kabulonga, Lusaka. Logistical support, including transportation, will be provided to facilitate the commute.

2.7 APPLICATION & SELECTION PROCESS

The selection process for the ECOSOCC Kenneth Kaunda Graduate Immersion Programme will be carried out in two stages: a written assessment and an interview.

1. All applications must be submitted by **March 16, 2025**
2. Shortlisted candidates will be notified via email and will undergo a comprehensive screening process, which includes written assessments and interviews.
3. Applicants will be assessed based on their leadership potential, problem-solving abilities, and communication skills, among other competencies relevant to the role.
4. The interviews will be conducted either in person or via video conferencing.
5. Candidates must bring their original certificates and other necessary documents to the interview for verification purposes.
6. The Graduate Trainee Programme will commence on **April 1, 2025**.
7. Successful applicants will be notified post-interview and are expected to fully commit to completing the entire duration of the programme.
8. All candidates are encouraged to carefully prepare for the assessment and interview stages to demonstrate their skills and qualifications.

2.8 LANGUAGE REQUIREMENTS

- Fluency in spoken and written English is required.
- Knowledge of French is an asset.
- Proficiency in at least one AU working language is an added advantage.

Expressions of interest must be submitted via the link: bit.ly/apply-kkgip before **March 16, 2025** no later than **23:59 hrs (CAT)**.

For general inquiries, please contact: applications@ecosocc.au.int