



## **SOUTHERN AFRICAN DEVELOPMENT COMMUNITY**

### **WORK-INTERGRATED LEARNING (WIL) OPPORTUNITIES ANNOUNCEMENT**

#### **BACKGROUND**

The Southern African Development Community (SADC) is a regional economic community founded and maintained by countries in Southern Africa. It aims to further the socio-economic, political and security cooperation among its Member States and foster regional integration in order to achieve peace, stability, and wealth. SADC currently has sixteen (16) Member States with a population of approximately 340 million and a combined GDP of US\$720 billion.

SADC Secretariat is currently recruiting 6 interns/ graduates in different Directorates/Units. The programme is for a period of 3-12 months and WIL Programme is aimed at providing participants with a comprehensive practical experience in a setting where learning/exposure is the primary objective of the experience. The Secretariat is therefore, inviting qualified citizens of the SADC Member States to apply for the following internship opportunities tenable at its Headquarters in Gaborone, Botswana and at SADC Plant Genetic Resource Centre in Lusaka, Zambia.

#### **WIL POSITIONS**

#### **NUMBER OF OPPORTUNITIES**

1. Communication and Public Relations -Media Production Graduate	1
2. Food, Agriculture & Natural Resources-Environmental Science Graduate	1
3. Gender- Gender Monitoring, Evaluation and Research Graduate	1
4. Infrastructure - Cybersecurity Intern	1
5. Procurement Ex-Ante- Procurement Ex-Ante Intern	1
6. SADC Plant Genetic Resource Centre-Procurement & Admin-Intern	1

#### **ELIGIBILITY CRITERIA**

- (i) be nationals of SADC Member States;
- (ii) be under the age of 52 years;
- (iii) be enrolled or graduated at/from a registered and accredited institution of higher learning studying towards or attained an undergraduate or post graduate qualification.
- (iv) possess the highest standard of moral conduct and integrity;

- (v) has not been convicted of a crime;
  
- (vii) have the right to reside and work in the host country where SADC Institutions are housed for the full duration of the WIL experience. The SADC Secretariat and its Institutions shall not assist in applying for visas, but shall provide, where necessary documentary evidence required for obtaining visa under host country Immigration rules.

Student/trainee may qualify for internship on condition it is an integral part of such student/trainee's academic programme and counts for compulsory continuous assessment prior to graduation.

A graduate must have passed and graduated at least a year before enrolment into the SADC WIL programme. Certified copies of both the academic record and qualification must be provided.

### **FINANCIAL OBLIGATIONS**

The SADC Secretariat will cover the return ticket from and to Member State of each intern/graduate. The Secretariat will also provide a monthly stipend of US\$250.00 per intern/graduate. Member States are required to cover cost for accommodation in the host country, medical/life cover and visa application.

### **TENURE OF APPOINTMENT**

Internship opportunity shall be for a period of not less than three (3) months while graduate opportunity shall be for a fixed period of not less than twelve (12) months.

### **SUBMISSION OF APPLICATIONS**

**Closing Date:** Applications must be submitted to the SADC National Contact Point in the respective SADC National Contact Points not later than or on **28<sup>th</sup> June 2026**.

Applications should be accompanied by the following:

- (i) Student/trainee (intern) should have a recommendation letter from the institution of higher learning.
- (ii) Undergraduate or postgraduate should have certified copies of qualification and an academic record bearing the institution's official seal.
- (iii) Cover letter stating the internship/graduate stream that you want to be considered for and describe how your course/qualification, experience and competencies are relevant to the WIL opportunity;
- (iv) Updated Curriculum vitae;
- (v) Identity documents.

## **Gender Mainstreaming**

SADC is an equal opportunity employer and particularly encourages applications from female candidates.

## **Mainstreaming of People with Disability**

SADC is an equal opportunity employer and particularly encourages applications from people with disabilities.