

Role Title	Inclusive Design Project Manager (Ethiopia; Consultant)
Responsible To	Senior Inclusive Design Manager
Responsible For	N/A
Salary	\$100- \$150 per day based on experience plus reasonable local travel expenses
Primary Location	Candidate must be based in Addis Ababa, Ethiopia as regular local travel is required. We are unable to cover any relocation costs.
Position Type	Up to 70 days between April – July 2026 with a possibility of an extension, dependent on funding. This role is offered on a remote basis but regular face-face meetings with local partners is expected.
Submission deadline	6 th April 2026 applications will be considered on a rolling basis so early applications are strongly encouraged
Start date	ASAP

About GDI Hub

Our mission is to accelerate ideas into impact for a more just world - for disabled people, and all people. Our vision is for disability inclusion and social justice. We work towards a world without barriers to participation, where everyone has the opportunity to live a joyful life.

We are a world leading delivery and practice centre, an Academic Research Centre at UCL (University College London) and the first WHO Global Collaborating Centre on Assistive Technology (AT). We work in 40+ countries, with a reach of more than 64 million people since 2016, GDI Hub develops homegrown technologies alongside new knowledge and research.

In collaboration with global partners, we deliver accelerators and market shaping initiatives - building ecosystems with a focus on low-and middle-income countries. An Academic Research Centre and a Community Interest Company, our diverse portfolio and unique set up enables rapid translation of research into practice.

Launched in 2016 as a legacy of the London 2012 Paralympic Games, GDI Hub is home to the UK aid funded AT2030 programme which tests 'what works' to improve access to life- changing Assistive Technology (AT) for all.

We accelerate new solutions through innovative partnerships and multi-disciplinary thinking.

Our strategic goals include:

- **Include:** Create deep community leadership & engagement
- **Inquire:** Generate new evidence & insights.
- **Incubate:** Develop & test tech inspired solutions.
- **Invest:** Bring effective solutions to market.
- **Integrate:** Strengthen systems to make inclusion a reality.
- **Impart:** Educate & learn from change makers

Inclusive City Pilot Project (ICPP)

The Inclusive City Pilot Project (ICPP): Addis Ababa, Ethiopia, is a project under the UK Foreign, Commonwealth & Development Office (FCDO) funded AT2030 Programme with match funding from the RICH (Resilient and Inclusive Cities Hub) initiative by the Global Disability Fund. The project aims to mainstream disability inclusion and climate resilience in cities, focusing on piloting and implementing findings from GDI Hub's previous research on inclusive cities.

Under the AT2030 programme, GDI Hub has been leading research on inclusive cities since 2020. Working in cities including Ulaanbaatar (Mongolia), Varanasi (India), Surakarta (Indonesia), Freetown (Sierra Leone), Nairobi (Kenya) and Medellín (Colombia), insights have been developed to inform actions for more inclusive cities. The project has produced six individual city case studies, a global comparison report and a global action report, all available at: <https://at2030.org/inclusive-cities/>.

The role will lead the practical application of the findings in Addis Ababa, through the pilot project. This pilot will test the recommendations of the AT2030 Global Action Report on Inclusive Design of the built environment in Addis Ababa. It will undertake an initial rapid city assessment that will result in a bespoke and participatory Inclusive City Action Plan (ICAP) and 'roadmap' for its delivery. This will then be implemented in partnership with the city government. The project is led by GDI Hub and will be implemented with the partnership and support of local partners.

The project is divided in two phases (Discovery and Delivery). This consultancy will initially support Phase 1 - Discovery. The Discovery Phase (6 months) consists of research through surveys, interviews, policy reviews, GIS mapping and participatory activities to inform the participatory development of an inclusive city action plan. Stakeholder engagement will be key throughout to garner support for the pilot project and delivery under Phase 2.

Key outputs for Phase 1 are:

- A research report on the status of accessibility and inclusive design in Addis Ababa
- A policy review report of all policies and practices relevant to inclusive cities
- Spatial mapping of barriers and enablers in the city
- A bespoke action plan for inclusive Addis Ababa

GDI Hub values inclusion as a core business success factor and actively seek to attract consultants from diverse backgrounds and particularly welcome applications for this role from disabled people and people from all cultural and faith backgrounds. The accommodation of reasonable adjustments is business as usual for us.

Role Purpose

This consultant will serve as GDI Hub's primary in-country representative, coordinating local activities for the Discovery Phase (Phase 1). The role involves managing stakeholder engagement, supporting research activities, facilitating events, and ensuring effective collaboration with local partners and working closely with the GDI Hub global team to ensure inclusive project delivery.

While this is a remote role, we expect the job candidate to regularly need to hold meetings and engage with partners in in-person delivery activities.

Responsibilities

- Be GDI Hub's representative in Addis Ababa, acting as the main in-country liaison between GDI Hub and in-country partners, including government bodies, civil society, Organisations of Persons with Disabilities (OPDs), and local media.
- Regularly hold meetings and engage with partners in in-person delivery activities in Addis Ababa.
- Strengthen stakeholder mapping and continually engage the project's local stakeholder network.
- Coordinate with policy review partners and participate in interviews when needed.
- Work closely with research agencies and OPDs; support facilitation of 12 focus group discussions and support other research activities as required.
- Support the advisory committee through preparation of background documents, meeting organisation, notetaking and follow-up actions.
- Organise project events, workshops and meetings with diverse urban stakeholders.
- Assist with data analysis and provide local insights to strengthen research outputs.
- Contribute to drafting of the project outputs.
- Support and develop content for project communications, including social media updates and webinars.
- Attend regular update meetings with the GDI Hub team and be proactive with managing the delivery workplan, identifying and notifying GDI Hub of challenges and opportunities as needed.
- Be an advocate for inclusive design approaches, through GDI Hub's strategy, tools and processes.
- Build relationships and support for the pilot project, building awareness of GDI Hub's inclusive design approaches.
- Support capacity building activities for project partners.
- Support project reporting, facilitating local budgeting and payments where needed.

While the role is primarily focused on delivery of the ICPP, it is possible the consultant will be asked to engage in other activities delivered under GDI Hub's Inclusive Design Team. As part of onboarding, the consultant will receive inclusive design training from the GDI Hub team.

The role holder may be asked to join the GDI Hub delegation at the World Urban Forum 13 in Baku, Azerbaijan and support participation and event preparation.

Experience and Qualifications

Essential:

- Master's degree or equivalent in architecture, planning, urban development, disability inclusion or related fields, with 5+ years of relevant experience.
- Demonstrated project coordination or management experience, preferably in international development or urban development.
- Experience undertaking research of this nature including an understanding of the different methods and processes used to produce world leading research reports
- Understanding of disability inclusion and rights-based approaches.
- Experience of social inclusion and inclusive urban development
- Knowledge of the principles of inclusive design, accessibility standards and in particular the inclusive design of the built environment

- Experience undertaking community engagement and capacity building, with disability organisations, groups and disabled people
- Experience working in developing country contexts, and specifically Ethiopia.
- Familiarity with Addis Ababa's local context, inclusive design initiatives and urban systems is an asset.
- Strong stakeholder coordination and networking skills.
- Experience presenting projects and confidence to present ideas to a range of stakeholders.
- Experience working effectively with a wide range of internal and external stakeholders including city governments and funders.

Desirable:

- Experience of working on inclusive design in diverse settings.
- Experience of spatial mapping through tools such as GIS.
- Research experience including a variety of methods: participatory, qualitative, quantitative.
- Experience working on large, multi-partner programmes.
- Experience working across the private sector, public sector, third sector and academic projects.
- Teaching or training experience.

Key Skills:

- Fluency in English and Amharic is essential, with knowledge of additional local languages is an asset.
- Excellent organisational and multitasking abilities.
- Strong communication and interpersonal skills.
- Problem-solving ability and adaptability to evolving project needs.
- Proficiency in digital tools (Microsoft Office Suite, GIS tools).
- Ability to interpret and apply technical guidance on inclusive design.
- Research management and strong analytical skills for supporting data-driven assessments.
- Report writing

Application Procedure

The role is offered on flexible terms regarding working hours, and the accommodation of reasonable adjustments is business as usual for us.

To apply for this role, please submit your CV and a covering letter describing how you meet the job criteria via this form [here](#).

AI Policy

GDI recognises that candidates may wish to use AI to support their job application. However, over reliance on AI-generated content is discouraged and may diminish your chance of success. AI can be used to enhance your application with regards to spelling, grammar and structure. However, the content and writing style must be your own and be reflective of your own skills and experience and personalisation is essential to convey your individual skills, knowledge, and experiences effectively.

GDI does not use AI as standard to shortlist applications or select candidates for interview.

Applications will be considered on a rolling basis therefore we encourage applying as soon as possible.

We have made every effort to make this process accessible. However, if for any reason you find it is not, please let us know and we will make an adjustment. We encourage early applications.

For an informal discussion about the role, please contact Mikaela Patrick, mikaela.patrick@ucl.ac.uk

Reminder: This role is for an independent consultant only. You must be able to provide your own laptop, internet connection as well as manage any taxes and social security payments. Regular local travel to in-person partner meetings is also required. We will cover any reasonable local travel expenses.