

SENIOR ASSOCIATE, PUBLIC TRANSPORT

Ethiopia

August 2026

Full-time staff position

About ITDP

The Institute for Transportation and Development Policy (ITDP) is a non-profit organisation that works around the world to design and implement high-quality transport systems and policy solutions that make cities more liveable, equitable, and sustainable. ITDP Africa works across the continent, with its main office in Nairobi, Kenya, and country offices in Ethiopia, Rwanda, Egypt, Tanzania, and Uganda.

About the position

The Senior Associate, Public Transport, will be based in Addis Ababa, Ethiopia, and will play a key role in supporting the planning, design, and implementation of public transport systems in African cities. The Senior Associate, Public Transport, will be involved in preparing public transport service plans, infrastructure designs, and supporting the development of business plans, financial models, and industry reform strategies, among other activities. The job will entail a significant amount of fieldwork, including site visits and surveys. The Senior Associate, Public Transport is expected to maintain close relations with national and local officials. The Senior Associate, Public Transport will collaborate with governments, consultants, communities, and partner organisations. The Senior Associate, Public Transport will report to the Manager, Public Transport and Electrification, working closely with ITDP staff and international experts.

Responsibilities

- Conceptualise, draft, and review technical documents including bus rapid transit (BRT) and mass rapid transit (MRT) feasibility studies, service plans, corridor studies, business plans, financial models, and terms of reference for public transport projects in Ethiopia and across Africa.
- Develop and maintain service plan models to support BRT and mass transit planning, including ridership forecasts and service frequency analysis.
- Analyse primary and secondary transport data, prepare conceptual and detailed designs, and monitor project implementation against agreed milestones.
- Provide input on electric bus fleet planning, depot and charging infrastructure design, and e-mobility transition strategies, in collaboration with the Manager, Public Transport and Electrification.
- Review designs prepared by government consultants and contractors for compliance with ITDP standards, BRT Standard criteria, and international best practice.

- Gather and synthesise international best practices from ITDP global network and apply lessons to Ethiopian and East African contexts.
- Effectively engage a broad range of stakeholders including public transport operators, civic officials, politicians, civil society organisations, media, and development partners to build support for sustainable and equitable mobility.
- Represent ITDP in multi-stakeholder forums, technical working groups, and high-level dialogues on sustainable urban transport in Ethiopia.
- Facilitate training, knowledge-sharing workshops, and capacity-building sessions for government counterparts and internal junior staff.
- Contribute substantively to funding proposals, concept notes, and donor reports for Ethiopia-specific and regional grant applications.
- Support the Africa Programme Director and relevant Managers in identifying and cultivating new funding opportunities within Ethiopia, working with bilateral donors, multilateral development banks, and climate finance institutions.
- Prepare high-quality progress reports, situation reports, briefing notes, and communications materials as required.
- Work within ITDP organisational guidelines, financial procedures, and grant compliance requirements, and support the Ethiopia country team in doing the same.
- Perform any other related tasks within the public transport and electrification function assigned by the Manager, Public Transport and Electrification.

Qualifications

- Master's degree in transport planning, transport engineering, civil engineering, urban planning, or a closely related field. Candidates with a strong bachelor's degree and exceptional professional experience will also be considered.
- At least five years of relevant professional experience in public transport planning, BRT/MRT project development, or sustainable urban mobility, ideally including experience in Sub-Saharan Africa.
- Demonstrated experience working with government transport authorities or multilateral development institutions at a technical advisory level.
- Prior experience working in Ethiopia or East Africa is strongly preferred. Candidates must be willing and able to be based full-time in Addis Ababa.
- Familiarity with BRT planning, service plan development, transport modelling, infrastructure design, and public transport industry reform, including paratransit and informal sector integration.
- Experience with travel demand modelling software (e.g. VISSIM, EMME, OmniTRANS, TransCAD, or equivalent) is an advantage.
- Proficiency in spatial analysis using geographic information system (GIS) software (QGIS, ArcGIS) and data analysis using Excel. Familiarity with AutoCAD and the Adobe suite preferred.
- Experience in transport sector finance, including financial modelling for BRT business plans and evaluating public transport funding mechanisms, is an advantage.

- Strong communication skills, including preparing compelling technical presentations and policy briefs, and the ability to communicate complex transport issues through concise, accessible messages verbally and in writing.
- Team player who excels at building trusting, collaborative relationships with government clients, development partners, and colleagues across cultures.
- Demonstrated ability to manage multiple projects and priorities with flexibility, work effectively under pressure, and deliver against deadlines without close supervision.
- Fluency in English (written and spoken) is required.
- Strong commitment to advancing ITDP's mission and to environmental and social justice.
- Availability to travel frequently within Ethiopia and regionally across Africa.
- Applicants must already hold, or be able to obtain, the right to work in Ethiopia.

Equal opportunity and adjustments

ITDP is an equal opportunity employer. We consider every qualified applicant without regard to nation, nationality, race, colour, sex, religion, political or other opinion, national extraction, social origin, disability, HIV status, marital status or pregnancy. Qualified women are strongly encouraged to apply. Qualified persons with disabilities are encouraged to apply, and we will make the adjustments needed for you to take part in the process and to do the job. We do not tolerate harassment or retaliation at any stage of recruitment or employment.

If you need an adjustment to take part in this process, including the interview, the site visits or the written submission, write to africajobs@itdp.org and tell us what would help. We will discuss it with you in confidence, and asking will not count against your application.

How to apply

Interested applicants can apply by sending the following information to africajobs@itdp.org with “Senior Associate, Public Transport, Addis Ababa” in the subject line:

- Resume and cover letter.
- Sample portfolio of your AutoCAD designs and GIS maps, no more than five pages. Please remove or redact anything a former employer or client would treat as confidential.
- Write-up on improving the Public Transport system in Addis Ababa, no more than two pages. We use the portfolio and the write-up only to assess your application. We do not use them in our own work, and we delete them with the rest of your application.

Applications will be reviewed as they are received. To be considered in the first round, apply by 15 October 2026. The position will remain open until filled.

How we handle your application

The information you provide as part of your application, including your resume/CV, cover letter, work samples, and any other supporting documents, will be used solely for recruitment purposes and to assess your suitability for this role. Your application will be handled confidentially by the ITDP Africa recruitment team and shared only with the relevant hiring panel. Application materials will be stored securely and retained only for as long as necessary to complete the recruitment process. Where appropriate, ITDP may retain your application for consideration for future opportunities.

ITDP does not charge a fee at any stage of recruitment. Any request for payment in connection with this vacancy should be treated as fraudulent.