

In-depth Institutional Analysis of the Ethiopian Wildlife Conservation Authority (EWCA)

Country:	Ethiopia
Region:	Africa
Customer:	GIZ Germany Cooperation
Partner:	Ethiopian Wildlife Conservation Authority (EWCA)
Duration:	July 2017 – October 2017



Starting point

Multi annual GIZ-project to conserve biodiversity and sustainable management of natural resources in Ethiopia.

Scope

Preparation of a detailed institutional analysis of the Ethiopian Wildlife Conservation Authority (EWCA) based on existing data on HR development and organisational development and additional on-site data collection in the National Parks of Omo and Simiens Mountains.

Activities

As an individual advisor in personal and organisational development

- Analysis of operations in Omo and Simiens Mountains National Parks
- Interviews with staff at all levels of Omo and Simiens Mountains national parks regarding validation of personal data and collection of personal development data (career path, skills and possible career goals)
- Preparation and implementation of a workshop on the organizational structure of EWCA National Parks
- Recommendations for possible internal and external benchmarking studies for the 13 national parks and Headquarters functions in Addis Ababa
- Recommendations on possible key performance indicators for park management, organisational development and human resources management
- Individual coaching of the EWCA General Director

Achievements

- Preparation of 39 EWCA recommendations to increase efficiency for park management, organisational development and human resource management, including 10 short, 21 medium and 8 long term recommendations.
- Development and set up of a EWCA HR database for employees at all sites
- Elaboration of EWCA organisational charts as of 1st September 2017
- Development of a modern standard CV template for all EWCA staff