



NOTICE OF SOLICITATION FOR EXPRESSION OF INTEREST N° **00008** ASMI/MINEPIA OF

11 SEPT 2018

RECRUTEMENT OF KEY PERSONNEL FOR THE LIVESTOCK AND FISH BREEDING VALUE CHAIN DEVELOPMENT PROJECT (PD-CVEP)

I. RECRUITMENT NOTICE

The Government of the Republic of Cameroon has negotiated a loan with the African Development Bank Group (ADB) for the financing of the LIVESTOCK AND FISHBREEDING VALUE CHAINS DEVELOPMENT PROJECT (PD-CVEP) as from 2019 and intends to use part of the loan to make payments under the contract to the key personnel of the said project. Due to the complexity of this operation, the use of highly qualified and efficient staff is a strong requirement in the selection process. In this regard, the Minister of Livestock, Fisheries and Animal Industries, calls for applications for the recruitment of key personnel. of the Coordination Unit and antennas of the project.

II. SUMMARY DESCRIPTION OF THE PROJECT

The Livestock and Fish breeding Value Chain Development Project (PD-CVEP) has a duration of five years and the cost is EUR 99.27 million (of which EUR 84 million AfDB). It focuses on the modernization of the productive system and will ensure the food and nutritional security of populations and the profitability of cattle, pig and fish farms. It is also a way of raising the contribution of the potential of this sub-sector to the consolidation of sustainable and inclusive economic growth.

The sectoral goal of the project is to contribute inclusively to the improvement of food and nutritional security and the reduction of poverty in its area of intervention. The specific objective of the project is the competitive and hygienic growth of cattle, pig and fish products and the improvement of actors' incomes as well as the creation of new jobs in the three value chains.

III. CANDIDATES TO RECRUIT

III.1. National Coordination Unit

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| (i) A National Coordinator | (vii) A central accountant |
| (ii) An infrastructure specialist | (viii) Two (02) procurement specialist |
| (iii) A follow up and monitoring specialist | (ix) An environmentalist |
| (iv) An animal genetic specialist | (x) A social and gender officer |
| (v) A Fish Breeding specialist | (xi) A specialist in entrepreneurship and agricultural financing |
| (vi) A financial and administrative manager | (xii) A communication assistance. |

III.2. Regional antennas (Bamenda, Douala, N'Gaoundere and Yaounde)

- (i) Four (04) regional antenna heads;
- (ii) Tri(03) regional accountants ;
- (iii) Four (04) specialists in developing agricultural and agribusiness value chains;

III.3. Contract length

The duration of the contract is two (02) years renewable, with a probation period of one (1) year.

N.B: *Female candidates are encouraged*

III.1.1. National Coordinator

The poste of the national coordinator is based in Yaounde, with frequent displacement in the regions of intervention of the project.

- You must be a holder of a university degree or a Masters degree in animal production, economics, agribusiness, rural / civil engineering or any other equivalent qualification;
- Justify a seniority of at least seven (07) years in the rural sector;

- Have training in management and analysis of projects, value chains or agricultural entrepreneurship (presentation of the certificate / certificate);
- Have at least five (05) years experience in one of the three sectors concerned for practicing (bovine, porcine and piscicultural).
- Have at least five (5) years of experience in the supervision / management of national projects and / or programs including an ability to provide advice;
- Have knowledge of national procurement procedures and those of the African Development Bank / World Bank;
- Have a good mastery of computer software (MS-Project, Word, Excel and power point)
- To master perfectly one of the official languages of Cameroon (English or French). Good mastery of these two languages would be an asset.

III.1.2. An infrastructure specialist

The position of Infrastructure Engineer is based in Yaounde, within the Project Coordination Unit (PCU). The incumbent will be required to conduct frequent field trips in the project area.

Qualifications and professional experience required for the position (conditions required):

- You must be a holder of a university degree or a Masters degree in civil engineering or rural engineering
- Have at least seven (7) years of professional experience in the design, layout, construction, monitoring and control and evaluation of construction work;
- Have experience in the preparation of technical tender documents for tendering infrastructures;
- Have a proven knowledge of computer science and be able to use CAD software and structural calculation;
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset

III.1.3. A follow up and monitoring specialist

The Monitoring and Evaluation Charge (e) will be based in Yaounde, within the Project Coordination Unit (PCU). However, the person concerned will be required to make frequent trips to the project intervention areas.

Qualifications and professional experience required for the position (conditions required)

- Have a degree in higher education at least BAC + 4 years, in animal production, economics, agronomy, social sciences and agro-industry.
- Have at least seven (7) years of experience in projects or in development activities;
- Have a good mastery of the project cycle, justified by the training and its involvement in the formulation, supervision, mid-term evaluation missions, etc. ;
- Justify at least five (5) years experience in project monitoring and evaluation;
- Have proven knowledge in setting up and managing information systems (database) and in computer science (being able to use current Windows applications (MS-Project, Word, Excel, Powerpoint));
- To master perfectly one of the official languages of Cameroon (English or French). Good mastery of these two languages would be an adage.

III.1.4. An animal genetic specialist

The animal geneticist position is based in Yaoundé, within the Project Coordination Unit (PCU). The incumbent will be required to conduct field trips in the area of intervention of the project.

Qualifications and professional experience required for the position (conditions required)

- Have a university degree at least BAC+ 5 in veterinary medicine, animal productions or any other equivalent diploma;
- Have a specialization / option in animal genetics;
- Demonstrate proven experience of at least seven (7) years in the management of projects related to the bovine, porcine and piscicultural sectors;
- Have a proven experience of at least three (03) years in animal breeding activities;
- Have a mastery of computer software (MS-Project, Word, Excel and Power Point.
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.5. A Fish Breeding specialist

The fish breeding specialist position is based in Yaoundé, within the Project Coordination Unit (PCU). The incumbent will be required to conduct field trips in the area of intervention of the project.

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree of at least BAC + 5 in fish breeding / aquaculture, water and forestry or any other equivalent diploma;
- Have a proven experience of at least seven (07) years in the fish / aquaculture sector;
- Justify of experience in a project / structure as a fish farmer or aquaculture manager;
- Have a mastery of computer software (MS-Project, Word, Excel and Power Point);
- To master perfectly one of the official languages of Cameroon (English or French), the good command of these two languages would be an asset.

III.1.6. A financial and administrative manager

The position of Administrative and Financial Manager will be based in Yaounde. The incumbent may be required to travel to the project intervention areas for the supervision of administrative and financial management operations at the regional branch level, and the support for the preparation of contracts, the quality review of the settlement files. spending.

Qualifications and professional experience required for the position (conditions required)

- Have a degree in higher education (at least BAC + 5) in finance, accounting and management or any other equivalent diploma (DESS, DECS, DESCF, MBA);
- Have a professional experience of at least ten (10) years in an accounting and audit firm or in a development project;
- Have a good knowledge of the usual accounting software (TOM2PRO, SAARI, SAARI, CIEL and the computerized management system (presentation of the certificate / certificate).
- Have a good knowledge of the rules and procedures of the ADB and / or donors (contract / training certificate).
- To master perfectly one of the official languages of Cameroon (English or French) the good command of these two languages would be an asset.

III.1.7. Accounting (01 central accountant and 03 regional accountants)

A post of Central Accounting will be based in Yaoundé at the Coordination, he will be in charge of the accounting of the UCP and the Antenne N ° 1 Center, South and East. The incumbent may be required to travel to the project intervention areas. Three (03) other accounting positions will be opened in the Regional Antennae. Antenna N ° 2: West and North-West based in Bamenda; Antenna No. 3: Southwest and Littoral based in Douala; Antenna 4: Adamawa, North and Far North based in N'Gaoundere. Holders of these positions will be required to conduct field trips in their area of intervention

Qualifications and professional experience required for the position (conditions required)

- Hold a postgraduate degree in management or accounting (BAC +4);
- Have a proven experience of at least eight (8) years in an accounting and audit firm or in a development project;
- Justify an experience of at least five (05) years in a project funded by a funder;
- Have a good knowledge of the usual accounting software (TOM2PRO, SAARI, SAARI, CIEL and the computerized management system (presentation of the certificate)
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.8. Procurement specialist

The Procurement Specialist and Procurement Assistant will be based in Yaoundé, within the Project Coordination Unit (PCU).

Qualifications and professional experience required for the position (conditions required)

- Hold a higher degree (at least BAC + 5) in engineering, administration, law, or any other equivalent degree;
- Have specialized training in the procurement procedure (presentation of the certificate / attestation);
- Have at least seven (7) years professional experience in the procurement field as an expert in procurement of projects;
- Have knowledge of computer software (MS-Project, Word, Excel and Power Point);
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.9. An environmentalist

The position of the environmentalist is based in Yaoundé, within the Project Coordination Unit (PCU). The incumbent will be required to conduct field trips in the project area.

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree (at least BAC + 5) in environment, agronomy, water and forestry, civil engineering, rural engineering, social sciences or any equivalent degree;
- Have at least seven (7) years professional experience in conducting or supervising environmental and social impact studies;
- Have participated as an expert in at least three (03) environmental and social impact studies (EIES) (presentation copies contracts);
- Have a mastery of computer software (MS-Project, Word, Excel and Power Point).
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.10. A social and gender officer;

The position of responsible for social and gender aspects will be based in Yaoundé. The incumbent may be required to travel to the project intervention areas.

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree of at least Bac +5 in sociology, project development and management, agronomy, law, economics or any other equivalent qualification;
- Have training or work on gender (presentation of a certificate / certificates)
- Have at least five (5) years professional experience in a project or development structure;
- Have knowledge of computer software (MS-Project, Word, Excel and Power Point)
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.11. A specialist in entrepreneurship and agricultural financing

The position of National Specialist in Entrepreneurship and Agricultural Finance is based in Yaoundé, within the Project Coordination Unit (PCU). The incumbent will be required to conduct field trips in the project area

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree (at least BAC + 5) in business management, banking, finance, economics, law, agronomy or any other equivalent degree;
- Have at least seven (7) years professional experience in the implementation of projects / programs supporting entrepreneurship or agropastoral financing;
- Have specialized training in business management or agricultural finance (presentation of a certificate or certificate);
- Have a mastery of computer software (MS-Project, Word, Excel and Power Point);
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.12. Procurement Assistant Specialist

The Procurement Specialist Assistant and Procurement Assistant will be based in Yaoundé, within the Project Coordination Unit (PCU).

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree (at least BAC + 3) in engineering, social sciences, or any other equivalent degree;
- Have specialized training in the procurement procedure (presentation of the certificate / attestation);
- Have at least five (5) years professional experience in the procurement field as an expert in the procurement of co-financed projects;
- Have knowledge of computer software (MS-Project, Word, Excel and Power Point).
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.1.13. A communication assistance

The Communication Assistant position is based in Yaoundé, within the Project Coordination Unit (PCU);The incumbent will be required to conduct field trips in the project area.

Qualifications and professional experience required for the position (conditions required)

- Hold a postgraduate degree (at least Bac 3) in communication, public relations, journalism or any other equivalent degree;

- Have at least five (05) years of experience in the field of communication in a structure (national or international), a development project financed by a donor;
- Justify of an animation experience of a program or the publication of articles in newspapers.
- Have a mastery of computer software (Publisher, Word, Excel Power Point, etc.)
- To master perfectly one of the official languages of Cameroon (English or French). Good command of these two languages would be an asset.

III.2. Regional antennas (Bamenda, Douala, N'Gaoundere and Yaounde)

III.2.1. Position of Head of Antenna with Profile Animal Production (04)

The antenna leaders will be based at Antenne N ° 1: Center, South and East in Yaoundé; Antenna N ° 2: Littoral and South-West in Douala; Antenna No. 3: Northwest and West Bamenda; Antenna N ° 4: Adamawa, North and Far North in N'Gaoundéré

Qualifications and professional experience required for the position (conditions required)

- Hold a minimum degree in BAC + 5 in Animal Productions, Agri-Food Industries, Agri Business or any equivalent degree;
- Justify an experience of at least five (5) years in a project / structure in the rural sector;
- Justify of an experience in at least one of the three sectors selected by the project (bovine, porcine and piscicultural);
- Have specialized training in project management, value chains or entrepreneurship
- To master perfectly one of the official languages of Cameroon (English or French), the good command of these two languages would be an asset.

III.2.2. Specialists in developing agricultural and agribusiness value chains (04)

The position of Specialist in the development of agricultural and agro-industrial value chains (preferably in breeding) is located in each regional antenna; Antenna N ° 1: Central, South and East based in **Yaoundé**; Antenna N ° 2: Littoral and South-West based in **Douala**; Antenna No. 3: Northwest and West based in **Bamenda**; Antenna N ° 4: Adamawa, North, and Far North based **N'Gaoundere**. The incumbent will be required to conduct field raids in the project area.

Qualifications and professional experience required for the position (conditions required)

- Hold a university degree (at least BAC + 5) in Animal Productions, Agri-Food Industries, Agri Business or any equivalent diploma
- Justify of a professional experience of at least three (03) years in the development of value chains of animal and / or agricultural sectors,
- Have specialized training in project management, value chains or entrepreneurship;
- Have knowledge in one of the following areas: agricultural research, agricultural extension / advisory support, agricultural training / capacity building, agricultural and food industry development;
- To master perfectly one of the official languages of Cameroon (English or French), the good command of these two languages would be an asset.

IV. COMPOSITION AND DEPOSIT OF THE FILE

- A signed and dated letter of motivation;
- A detailed CV of the signed and dated candidate (with indication of the positions requested);
- A document of non-conviction;
- copies of diplomas and certificates obtained;
- Any document proving the professional experience required (contracts, certificates, etc.).

Complete files in seven (07) copies including one (01) original and six (06) copies marked "Call for applications N ° ____ / ASMI / MINEPIA / 2018, for the Recruitment of Personnel of the Livestock and Fish breeding Value Chain Development Project (PD-CVEP) - POST TO BE SPECIFIED" must be deposited at the Mail Services of the Ministry of Livestock, Fisheries and Animal Industries (MINEPIA) YAOUNDE -CAMEROUN, Tel: 222.235.241 /222.224.534 and sent to the email addresses: amougou.fonctionnaire@yahoo.com and ahadjatou@yahoo.fr for confirmation no later than thirty(30) days after the publication of this notice, at 3:30 pm.

The Terms of Reference for the recruitment of such personnel are available in the Regional Delegations in charge of livestock and on the MINEPIA website, www.minepia.gov.cm.

