



PROFESSIONAL VACANCY ANNOUNCEMENT

No 1 Junior Project Assistant

Project: "A resilient pathway to agroecology in Makueni County - SEMAKENYA II"

Reference Code: Ref. no 05/V/2023

Date of publication: 06/02/2023

Deadline for application: 06/03/2023

Position: n. 1 JUNIOR PROJECT ASSISTANT

Job TYPE: Consultant (non-permanent contract)

Duty station: Nairobi, Kenya

Duration of assignment: initial contract of 6 months – including a three-month probation period – with the possibility of extension for the entire project duration, based on the availability of funds and satisfactory performance.

Starting period: at the end of the recruitment process

Project: "A resilient pathway to agroecology in Makueni County - SEMAKENYA II".

PROGRAMME DESCRIPTION

CIHEAM Bari intends to select a junior project assistant in the frame of the project "SEMAKENYA II", funded by the Italian Ministry of Foreign Affairs and International Cooperation through the Italian Agency for Development Cooperation.

CIHEAM Bari, as executing body of this project, will be responsible for the development and coordination of all project activities, the preparation of the related documentation, the reports on the state of implementation of the initiative and the administrative management of the financial contribution, granted and managed under its regulations, rules, and provisions.

The project will promote the decarbonisation process of combatting climate change. The initiative will also promote the introduction of conservative agriculture and dry farming

practices to increase the productivity of agricultural systems and counter the negative impact of climate change on local livelihoods. The initiative's general objective is to improve the resilience of the rural population in Kenya. The specific objective is that Makueni County and local rural communities have strengthened their capacity to develop the productivity and marketability of rural productions.

TERMS OF REFERENCE

Duty station: Nairobi, Kenya

Contract and Remuneration: salary, benefits, and other conditions offered under the CIHEAM Bari rules and regulations will be determined based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and tasks that the successful candidate will be required to perform.

Project duration: 36 months

Duration of assignment: initial contract of 6 months – including a three-month probation period – with the possibility of extension for the entire project duration, based on the availability of funds and satisfactory performance.

Expected start of employment: at the end of the recruitment process.

Line Manager: CIHEAM Bari Project Coordinator

1. KEY FUNCTIONS

JUNIOR PROJECT ASSISTANT

Under the overall supervision of the CIHEAM Bari Line Manager and in collaboration with the Project Management Unit (P.M.U.) team, the Junior Project Assistant supports the correct implementation of the assigned activities and reporting of the Programme implementation.

In particular, they will perform the following tasks:

- To ensure assisting the project coordinator in managing the project office in Nairobi and the operative offices in Makueni County and the management of the communication network, organising communications, organise files and archives.
- To support the Project Management Unit (PMU) in managing the project accounting system, cash operations, and basic financial operations.
- To prepare monthly financial statements, organise payments and record all supporting documents for project expenses.
- To prepare elaborate/assist the PMU in implementing the socio-economic diagnosis, work plan redaction and reporting.
- To collaborate/assist the capacity-building component of the program addressed to the local technicians, associations of women and groups of producers.
- To act as a tutor for the local technicians/stakeholders for the “distance learning” sessions and remote technical assistance activities of the program.
- To participate in the preparation of the periodical program work plans of activities.

- To prepare and consolidate simple financial statements.
- To classify financial documents and prepare the necessary conditions to facilitate the project audits.
- To organise/support the missions in loco of the experts and study tours in Italy of local beneficiaries.
- To accomplish any other task upon demand of the International Project Coordinator within their capacities and skills concerning the position.
- To fulfil CIHEAM Bari administrative rules and financial regulations as well as ethical clauses.
- To perform other duties as required by the project coordinator.

2. REQUIREMENTS

2.1 Essential Requirements:

Candidates will be considered eligible for selection based on the following essential requirements to be fulfilled by the deadline for applications:

- Bachelor's Degree in Agriculture, Administration and Organization, Business Management, or related fields.
- English written and spoken (C1 Level - Common European Framework of Reference).
- Knowledge of MS Office applications, Internet, and office technology equipment.

2.2 Preferred requirements:

- The Italian language is considered as an asset.
- Previous experience in non-governmental organisations or as a volunteer in development programmes.
- Previous experience in data management through electronic spreadsheet software.
- Previous experience in agricultural extension services and animation in rural communities.
- Knowledge of Microsoft Project.

3. APPLICATION PROCEDURE

All interested applicants shall submit the application, duly dated and signed, in pdf format, to the following email address: cv@iamb.it.

The application shall include the following:

- Signed motivation letter in English (maximum 1 page).
- Signed Curriculum vitae in English (Europass format).
- Copy of valid passport.
- Personal data treatment statement duly signed for approval.

The application deadline is **06/03/2023 at 23:59**. Applicants are requested to specify the following reference code in the email subject: **Ref. no 05/V/2023 "Application for Junior Project Assistant"**.

Applications without the above reference will be excluded from the selection.

Qualified female applicants are encouraged to apply for this position as CIHEAM Bari caters for an inclusive working environment and is committed to achieving a gender-balanced staff.

Applicants should also provide a telephone number and an email address for communications and notify CIHEAM Bari of any change that occurred after applying.

Only complete applications received within the deadline will be accepted and considered. Before submitting their application, candidates shall assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indication of whether they were full- or part-time shall be clearly stated in the curriculum vitae. Details of any professional experience, training, research, or studies must be provided in the CV. Upon request, candidates must provide supporting documentation clearly reporting the duration and nature of those experiences.

4. EXCLUSION FROM SELECTION PROCEDURES

Applications containing the following defects **will not be considered**:

- Applications lacking any of the essential eligibility requirements.
- Applications received after the deadline reported in this announcement.
- Applications including not signed documents.
- Applications lacking any essential document as per application procedure.

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari assesses the applications' eligibility regarding the presence of the essential requirements and the absence of causes for exclusion. Subsequently, CIHEAM Bari appoints a Commission which meets the requirements for autonomy and impartiality. The Commission assesses the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and skills, and compliance with essential and preferential requirements as indicated in the documentation submitted by the candidate will be carried out according to the following parameters:

- ✓ Education – up to 10 points;
- ✓ Language skills – up to 10 points;
- ✓ Assessment of professional experience – up to 20 points.

5.2 Interview (Max 60 points)

Only candidates scoring a minimum of 30 points under essential and preferential requirements will be included in the shortlist and invited for an interview.

The interview will be via video conference (e.g., Skype or Zoom).

The interview shall be held in the languages indicated in the application call. It shall assess the applicant's knowledge and experience, ability to carry out the task in question, the required

language skills, and other necessary skills to evaluate the candidate's profile with the post to be filled. The interview notice is sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred with the interview.

CIHEAM Bari will assess the candidate according to its rules and Regulations. Such assessment will be based on *intuitus personae* since these assignments fall within intellectual work performance.

The assignment will be formalised under CIHEAM Bari regulations after approval of the CV of the eligible candidate by the CIHEAM Bari Director.

An initial three-month probationary period will be granted, after which the appointment may be confirmed or withdrawn.

6. RESULTS OF THE SELECTION

The winner is the applicant with the highest score in the total ranking and will be informed accordingly. In the event of withdrawal by the successful candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list - if the necessary financial resources are available.

In the event of equal scoring, the youngest candidate will be preferred.

The ranking list is published on the CIHEAM Bari website.

Please note that, **in the event of successful selection**, the winning candidate shall provide the following documents, failing which the contract cannot be concluded:

- A recent extract from criminal records.
- Scanned copy of a valid passport (at least 6 months).
- Registration in CIHEAM Bari CV ROSTER (online at: <https://cviamb.iamb.it>)

Please comply with all the above points to avoid exclusion from the ranking list and subsequent steps for recruitment.

7. CONTRACT AND REMUNERATION

A contract will be issued and signed once all items listed in chapter 6 are fulfilled.

Salary, allowances, and other conditions are subject to the CIHEAM Bari rules and regulations; in particular, they will be set based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and specific tasks the successful candidate will be required to perform.

Remuneration will be paid in Euros, including charges, social security, insurance, and any additional tax charge. Approved remuneration will be at most similar position levels within other Intergovernmental Organisations. Permanent and non-permanent staff are expected to adhere to the code of ethics and conduct of CIHEAM Bari that reflects the commitments to the Organization's core values.

- Due to essential service reasons, the winner of this selection notice must take up service within 1 month from the formal assignment. In case of availability is not granted,

CIHEAM Bari reserves the right to appoint another candidat Applications lacking any of the essential eligibility requirements.

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- Applications including not signed documents.
- Applications lacking any essential document as per application procedure.

e from the ranking list.

8. PERSONAL DATA PROCESSING

Applicants are aware that submitting their application implies consensus to process and manage their personal data (including sensitive data). This data will be exclusively managed by the CIHEAM Bari personnel in charge of storing and using the application dossier.

In particular, CIHEAM Bari is committed to managing personal data in conformity with privacy obligations issued last 5 July 2019 (*“Security of the Information and Personal Data Protection Policy”*), inspired by the EU Regulation 679/2016 – *“General Data Protection Regulation”* including further modifications/amendments.

9. SAFEGUARD CLAUSES

CIHEAM Bari reserves the right to proceed with the assignment's formalisation as soon as the administrative-financial procedure for entrusting the fund is completed.

CIHEAM Bari may not go through the assignment procedure for opportunity reasons discretionally evaluated. This assignment is on a temporary basis only, submitted to periodic monitoring and shall not consist of a permanent job, neither within CIHEAM Bari nor within the project itself.

In the event of *force majeure* forcing the consultant to return to Italy, the remuneration will be commensurate accordingly.