



PROFESSIONAL VACANCY ANNOUNCEMENT

N. 8 INTERNATIONAL COUNTRY PROJECT MANAGERS

Regional Programme: *“Strengthening of food ecosystems in Africa in partnership with the Italian private system.”*

Reference Code: **Ref. n. 11/V/2024**

Date of publication: 29/10/2024

Deadline for application: 29/11/2024

Position: International Project Managers in the African Countries

Job Type: Consultant (non-permanent contract)

Duty stations: African Countries: Angola, Congo Brazzaville, Egypt, Ghana, Ivory Coast, Kenya, Senegal, Tunisia.

Duration of assignment: initial contract of 12 months - including a three-month probation period - with the possibility of renewal, up to a maximum of two additional annual renewals, based on the approval of specific project proposal for each of the Countries involved as well as on the availability of funds and satisfactory performance.

Starting period: CIHEAM Bari reserves the right to proceed with the candidate's appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed, following clearances, and no objections have been received from the competent authorities/institutions.

Programme title: *“Strengthening of food ecosystems in Africa in partnership with the Italian private system”.*

BACKGROUND

The Mediterranean Agronomic Institute of Bari (CIHEAM Bari) intends to select Country Project Coordinators for the project *“Strengthening of food ecosystems in Africa in partnership with the Italian private system”*, which is funded by the Italian Ministry of Foreign Affairs and International Cooperation through the Italian Agency for Development Cooperation.

TERMS OF REFERENCE

Duty station: Each project manager will be based in one of the following African Countries: *Angola, Congo Brazzaville, Egypt, Ghana, Ivory Coast, Kenya, Senegal, Tunisia*, with frequent missions throughout the Country.

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, considering the responsibilities and specific tasks that the successful candidate will be required to perform.

Project duration: 12 months up to a maximum of 24 additional months, based on specific conditions (approval of specific project proposal for each of the Countries involved).

Duration: The initial contract is 12 months, including a three-month probation period, with the possibility of an 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 Programme Coordinator, under the supervision of CIHEAM Bari Head of the Cooperation Area.

1. KEY FUNCTIONS

INTERNATIONAL COUNTRY PROJECT MANAGER

Throughout the assignment, the International Project Manager will constantly liaise with CIHEAM Bari's management and/or with authorised delegates, as well as with local institutional partners, to ensure:

- Drafting of global and annual operational plans.
- Implementation and follow-up of the global and annual operational plan.
- Daily management of the assigned activities to ensure timely and effective delivery of the expected outputs, outcomes and objectives.
- Follow-up and monitoring of the performance of the planned activities of the project partners; Checking and monitoring of the outcomes of field missions of all consultants.
- Implementation and follow-up of audit procedures (internal and external).
- Drafting of mid-term and final technical reports.
- Smooth implementation of all the planned activities.
- Administrative/accounting management and monthly dispatch of on-site expense receipts, according to CIHEAM Bari's procedures.
- Organization of office work in person and (if necessary) remotely, activating and coordinating national and international experts on short-term missions. The International Country Project Coordinator will draw up the relevant Terms of Reference.
- Organization of regular coordination meetings with local counterparts including the Steering Committee and Country contact person of CIHEAM Bari.
- Application of the safety standards in compliance with the policies in force at CIHEAM Bari for implementing activities.
- Interaction and coordination with CIHEAM Bari's Cooperation Area and desk officer for all off-site and on-site activities.

- Supervision of project’s events and developing visibility, dissemination, and promotional material, in coordination with CIHEAM Bari’s External Relations and Communication Office.
- Ensuring compliance with CIHEAM Bari’s administrative and financial rules as well as its code of ethics.
- On behalf of CIHEAM Bari, the establishment of fruitful relations with the local and Italian authorities on site (Embassy of Italy, AICS headquarters, local counterparts and stakeholders, Ministries).
- Participation in the six-monthly monitoring meetings that will be held at CIHEAM Bari headquarters in Italy.

2. QUALIFICATIONS AND SKILLS REQUIRED

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:

- University degree in Agricultural Sciences, Economics and Socio-economics, Business Administration, Engineering or similar subjects (or other university degree, if accompanied by at least 6 years of experience in international cooperation projects/programmes in the field of agriculture/rural development of African Countries).
- Proven professional experience of at least 3 years in international cooperation projects/programmes in the field of agriculture/rural development in African Countries.
- Previous work experience in project management for development cooperation initiatives.
- Proficiency in the use of Microsoft Office programme (Word, Excel, Power Point).

2.2 Languages

- Italian (Mother Tongue or C2 level)
- English (C1 level required) and/or French (C1 level required)

2.3 Personal skills and capacities

- Leadership skills: ability to guide and motivate team members.
- Communication skills: effective communication with team members, stakeholders, and donors.
- Organizational skills: strong organizational abilities to plan and execute tasks efficiently.
- Time management: efficiently managing project timelines and deadlines.
- Problem-solving skills: addressing challenges and finding solutions effectively.
- Adaptability: being flexible and able to adjust to changing project requirements or circumstances.
- Risk management: identifying and mitigating potential risks to project success.
- Budget management: managing project finances and resources effectively.
- Technical expertise: understanding the project domain and relevant tools or technologies.
- Team building: fostering a positive team environment and promoting collaboration.

2.4 Preferred requirements

- Significant working experience in African Countries, particularly in the agricultural or environmental sectors, is strongly preferred.
- In-depth knowledge of the techniques and methodologies for formulating, managing, and monitoring international cooperation projects (Project Cycle Management and Logical Framework approach; Theory of Change; RBM).
- Knowledge of international regulatory instruments for development aid, general and sectoral guidelines of Italian cooperation management mechanism for programmes funded by the Italian Agency for Development Cooperation.
- Scientific and technical knowledge of agricultural practices for olive growing is an asset.
- The ideal candidate is a young professional with a strong drive for professional growth and a willingness to work in rural contexts.

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 deadline is **29/11/2024 at 23:59**.

Applicants are requested to specify the following reference code in the email subject: **Ref. n. 11/V/2024 "Application for International Country Project Managers"**. Applications without the above reference will be excluded from the selection. The application shall include:

- Motivation letter in English (maximum 1 page, A4, Times New Roman, 12), duly signed and **indicating the Country/Countries in order of preference as duty station**.
- Curriculum vitae in English (Europass format) duly signed.
- Copy of a valid passport.
- Statement "*Information about collecting, storing and processing Personal Data*" duly signed for approval.

Applicants shall also provide a working telephone number and a valid e-mail address for communication purposes and shall inform CIHEAM Bari in good time of any relevant changes after the application has been submitted.

Please note that only complete applications received within the deadline will be accepted and considered. Before submitting an 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. With reference to the "*Qualifications and Skills Required*" section (2.2 Languages), it is highly recommended to specify the language proficiency level according to the Common European Framework of Reference for Languages (CEFR). Upon request, candidates must provide supporting documentation clearly reporting the duration and nature of those experiences.

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

4. EXCLUSION FROM SELECTION PROCEDURES

Applications will not be considered if:

- lacking any of the essential eligibility requirements;
- received after the deadline;
- documents are not duly signed;
- lacking necessary documents as per the above procedure.

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari will assess the eligibility of the applications in terms of the fulfilment of the essential requirements and the absence of grounds for exclusion. CIHEAM Bari will then appoint a Committee that meets the requirements of autonomy and impartiality. The Committee will evaluate the merits of the applications, awarding a maximum of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

The assessment of the education, professional experience and skills, as well as the fulfilment of the essential and preferential requirements, as indicated in the documents 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 who score a minimum of 30 points against the essential and preferred requirements will be shortlisted and invited for an interview.

The interview will be conducted remotely using video conferencing platforms such as Skype or Zoom and, in the languages, specified in the Call for Applications. The purpose of the interview is to assess the candidate's knowledge and experience, ability to perform the above-mentioned tasks, language skills and other necessary skills in order to determine whether the candidate's profile matches the vacancy. Notice of the interview will be sent by e-mail to the address provided by the candidate at the time of application. Candidates will not be reimbursed for any expenses incurred in connection with the interview process.

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 in accordance with CIHEAM Bari's 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 successful candidate 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 – depending on financial resources availability.

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

Please note that, if selected, the successful candidate shall provide the following documents:

- Scanned copy of a valid passport (at least 6 months).
- CIHEAM Bari health questionnaire, completed in every required field.
- Registration in the CIHEAM Bari CV Roster of Experts (<https://cviamb.iamb.it>).

Candidates should comply with the above points to avoid exclusion from the ranking list.

Due to essential service reasons, the successful candidate must take up service within one month from selection. In case availability is not granted, CIHEAM Bari reserves the right to appoint another candidate from the ranking list.

7. CONTRACT AND REMUNERATION

Salary, allowances, and other conditions are subject to 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 charges. Approved remuneration will not exceed 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.

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 managed exclusively by CIHEAM Bari staff, who oversee storing and using the application file. CIHEAM Bari is committed to managing personal data in compliance with privacy obligations issued last 5 July 2019 ("Information Security and Personal Data Protection Policy"), based on EU Regulation 679/2016 – "*General Data Protection Regulation*" including subsequent amendments.

9. FINAL PROVISIONS

CIHEAM Bari reserves the right to proceed with the candidate appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed and following clearances and no objections received from the competent authorities/institutions. CIHEAM Bari may not go through the assignment procedure also for discretionary reasons. The position is not a permanent job within the CIHEAM Bari or the project itself and is subject to periodical monitoring. If force majeure obliges the consultant to return to Italy, the remuneration will be re-determined accordingly.