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DELPAZ - Manica and Tete Sub Programme  
Sub-Programme for the Provinces of Manica and Tete of "DELPAZ -  
Local Development for the Consolidation of Peace in Mozambique"  
FED/2020/419-614



## PROFESSIONAL VACANCY ANNOUNCEMENT NO. 7/AICSMAPUTO/2021

### NATIONAL PROGRAMME OFFICER

#### Profile: National Programme Officer

**Programme:** "DELPAZ - Local Development for the Consolidation of Peace in Mozambique" (hereafter referred to as "the Programme"), financed by the European Union and implemented by the Italian Agency for Development Cooperation (AICS) for the Provinces of Manica and Tete.

#### Applicable regulations:

Law of 11 August 2014 n.125, entitled "*Disciplina generale sulla cooperazione internazionale per lo sviluppo*".

The decree of the Italian Ministry of Foreign Affairs (MAECI) of 22 July 2015 n. 113 "*Regolamento recante -Statuto dell'Agencia italiana per la Cooperazione allo Sviluppo- ed in particolare in capo terzo, articolo 11, comma 1, lettera c)*".

Resolution of the Joint Committee of 19 November 2019 n. 101 "*Criteri e modalità per la selezione di personale non appartenente alla Pubblica Amministrazione da assumere con contratto di diritto privato a tempo determinato disciplinato dal diritto locale di cui all'articolo 11 comma 1 lettera c) dello Statuto AICS*".

Mozambique's Labour Law n.23 of 1 August 2007.

#### PROGRAMME BACKGROUND

The European Union's strong commitment to Mozambique's August 2019 Peace Agreement has motivated funding by the 11th European Development Fund for a comprehensive framework comprised by several interventions, including: (1) Disarmament, Demobilization and Reintegration (DDR), (2) National Reconciliation, (3) Decentralization, and (4) Socio-Economic Rehabilitation through support to livelihoods in conflict-affected areas (DELPAZ – Local Development for the Consolidation of Peace in Mozambique). The Sub – Programme for the Provinces of Manica and Tete of DELPAZ contributes to the implementation of the fourth pillar of the EU Programme.

The **overall objective** for this pillar is "**to contribute towards consolidation of peace at subnational levels in Mozambique**". The specific objectives reflect the two main components of the pillar: **local governance** (SO1, "to enhance inclusive local governance in selected provinces and conflict affected districts") and **economic recovery** (SO2, "to improve the livelihoods of rural communities in conflict affected districts, with a special focus upon women and disadvantaged groups"), focusing on Sofala, Manica and Tete Provinces. The implementation modalities established by the EU Delegation in Mozambique foresee Indirect Management with the United Nations Capital Development Fund (UNCDF) for SO1 and the Italian Agency for Development Cooperation (AICS) and the Austrian Development Agency (ADA) for SO2. These three Actions are funded under the same Description of EU Action Document (CRIS number: FED/MZ/2018/041-899) and will be implemented in close coordination under the same institutional



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umbrella.

AICS has been tasked with the implementation of SO2 in selected Districts of Manica and Tete Provinces. To this end, the AICS Action will work through local structures to enhance livelihood opportunities in six selected conflict-affected districts: 4 districts (Guro, Tambara, Barue and Macossa) in Manica and 2 (Moatize and Tsangano) in Tete. AICS Action will promote investments in climate-resilient small-scale infrastructure and agricultural technologies and practices aiming at increasing farmers' resilience to climate change impacts, natural disasters and other crises, and encourage inclusive market-led initiatives. The expected outputs are: (2.1) Enhanced public investment and service provision in selected districts and rural municipalities; (2.2) Increased adoption of climate-smart and productivity-enhancing agriculture technologies and practices by conflict-affected communities; (2.3) Enhanced market integration and off-farm economic activities of conflict-affected communities.

## TERMS OF REFERENCE

**Duty station:** Chimoio (Manica Province), with short-term missions to Manica, Tete, Sofala and other Provinces, according to the security situation.

**Contract and Remuneration:** the gross salary will not exceed 32.040,00 Euro per year.

**Duration:** 24 months – including a two - month probation period – with possible extension subject to needs, availability of funds, satisfactory performance and duration of the Programme.

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

### 1. KEY FUNCTIONS

Under the overall supervision of AICS Regional Representative in Maputo, the direct supervision of the Programme Coordinator, in close collaboration with the PMU team, the **National Programme Officer** will support Programme activities in the field, liaising, on behalf of AICS and at technical level, with local authorities of Manica and Tete Province involved in DELPAZ.

In particular, the National Programme Officer will, under the direction of the Programme Coordinator:

1. Build and manage relationships with local actors, especially in Manica and Tete, to support the implementation of the programme; liaise with relevant local authorities and local and international partners for Programme activities: coordinate and liaise regularly on programme activities planning and implementation with partners present in Manica and Tete, including institutional partners at provincial and district level;
2. Contribute to the achievement of Outputs 2.1, 2.2 and 2.3 of DELPAZ: in compliance with AICS rules and regulations, oversee activities in the field and carry out programme assurance, including compliance with annual work plans and results reporting;
3. Explore opportunities for the DELPAZ programmatic activities in Manica and Tete, including needs assessment for programme development, in the area of local economic development and social inclusion to contribute to the consolidation of peace;
4. Conduct technical meetings with local government officials and/or implementing partners, to clarify the programme activities, gauging interest, establishing collaboration and identifying,



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- developing and implementing concrete coordinated activities;
5. Advice and assist local government officials in order to help them to incorporate good local economic development practices into their day-to-day operations;
  6. Contribute to design of programme documents, conducting and monitoring activities, ensuring timely administrative, operational and financial management of the programme;
  7. Drafting reports, internal briefing materials and other relevant documents;
  8. Facilitate an effective flow of communication between the local entities, implementing partners and PMU team, by maintaining regular contact, providing required information, etc. Support the PMU in following-up communication with local institutions, including official letters, requests, etc.;
  9. Provide support to meetings, training, conferences and workshops, including proposing agenda topics, identifying participants, preparing of documents and presentations, etc. Advise the Programme Coordinator of local considerations and realities in Manica and Tete for proper and effective programme implementation, as well as on ways to strengthen partnerships with local actors;
  10. Support the implementation, coordination and monitoring of the programme according to approved programme document/revisions; identify bottlenecks, propose corrective actions in consultation with the Programme Coordinator. Provide substantive input for the planning, preparation, organization and implementation of programme activities.
  11. Maintain close working relationships with relevant administrative and project counterparts in order to facilitate meeting of work plan, travel plan and procurement plan deadlines for delivery. Identify procurement needs (goods and services) and support the full procurement cycle of the various options, when needed;
  12. Research, analyze and present information gathered from diverse sources, relevant for programme implementation related to the field. Prepare various written outputs, e.g. briefing notes;
  13. Participate in or support field missions (e.g. Monitoring & Evaluation missions), including provision of guidance to external personnel, government officials and other parties and draft mission reports, and ensure follow-up action;
  14. Report weekly and monthly (with written reports) to the Programme Coordinator providing inputs; contribute to organize and participate in the provincial technical coordination committee in the Province of Manica and Tete;
  15. Ensure synergies with other projects in the same geographic areas or sector of DELPAZ, especially in Manica and Tete, particularly with the initiatives financed by AICS;
  16. Record and maintain documents on relevant Programme activities, issues, and risks;
  17. Monitor the implementation of activities and the expenditure of funds by partners; conduct regular monitoring visits;
  18. Contribute to the exchange of information and knowledge products internally and externally of the programme;
  19. Day-to-day monitoring media and other sources for news related to local economic development and the peace process, with focus on the Province of Manica and Tete, monitoring the activities and policies of the government and international community related to local economic development, social inclusion and peace
  20. Perform any other duties as required.



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## 2. REQUIREMENTS

### 2.1 Essential Requirements:

Candidates will be considered eligible for selection on the basis of the following **essential requirements**, to be fulfilled by the deadline for applications:

- 2.1.1 Mozambican citizenship;
- 2.1.2 Age not exceeding (at the time of signing the contract) that required for retirement by local regulations;
- 2.1.3 Medically fit for employment;
- 2.1.4 Bachelor's level university degree in Rural Development, Public Administration, Economics, Political Science, or other field of study related with this announcement (level 6 European Qualification Framework EQF);
- 2.1.5 At least 3 years of relevant professional experience working with EU and/or international organizations, governmental and/or non-governmental bodies, public bodies;
- 2.1.6 Proficient in written and spoken Portuguese (C2 Level - Common European Framework of Reference);
- 2.1.7 Proficiency in the use of Microsoft Office applications;
- 2.1.8 Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency in the assessment of work done/performed in the context of employment contracts signed with AICS offices other than Maputo.

### 2.2 Preferred requirements:

The following will constitute the preferred qualifications for the position:

- 2.2.1 Master's degree (University Master, PhD or other Higher Education Courses recognized in the sector of interest) additional to the minimum requirements indicated in point 2.1.4 above;
- 2.2.2 Proficient in written and spoken English (B1, B2, C1, C2 Level - Common European Framework of Reference);
- 2.2.3 Knowledge of the local language spoken in the Provinces of Manica and Tete;
- 2.2.4 Proven knowledge of the public planning and budget cycle and of decentralized governance legislation and regulations in Mozambique, with focus on provincial and district level;
- 2.2.5 Previous working experience in local economic development and/or decentralized governance preferably in the Provinces of Manica and/ or Tete, at district level;
- 2.2.6 Previous working experience with international development partners.

Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Professional experiences indicated in the curriculum vitae are accounted only from the time the candidate obtained the degree required for the position. Start and end dates of all previous positions and indication on whether they were full- or part-time should be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the application. Upon request, candidates must be able to provide supporting documentation clearly indicating the duration and nature of those experiences.



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### 3. HOW TO APPLY

The submission of the application duly signed should indicate the number of the vacancy announcement. The applications should include:

1. Signed Legally Binding Statement (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445) – as per the attached template, declaring:
  - a. Age not exceeding (at the time of signing the contract) that required for retirement by local regulations;
  - b. Citizenship;
  - c. Being medically fit for employment;
  - d. Full enjoyment of political and civil rights;
  - e. Absence of convictions for any criminal offence and absence of any pending criminal charge both in Mozambique and abroad;
  - f. Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Mozambique and abroad;
  - g. Not to be subject to compulsory military service;
  - h. Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency in the assessment of work done/performed in the context of employment contracts signed with AICS offices other than Maputo;
  - i. To have acquired the academic qualification required by the selection notice;
  - j. To have acquired the professional experience required by the selection notice;
  - k. To have a written and spoken knowledge of Portuguese language, at least level C2 of the Common European Framework of Reference for Languages;
  - l. To have knowledge and consistent effective use of the main Microsoft Office applications.

Any false declaration will incur on penal sanctions according to article 76 of Italian D.P.R. n. 445 of 28.12.2000, as subsequently amended and supplemented, facing immediate termination of employment and loss of any wrongfully obtained benefit.

The applications should also include:

2. Dated and signed Curriculum vitae in Portuguese or English, including authorization to process personal data;
3. Dated and signed motivation letter in Portuguese or English;
4. Copy of valid identity document.

The applicants should also provide a telephone number and an email address for communications and must notify AICS Maputo of any change occurred after the submission of the application.

The applications duly dated and signed, and in non-editable pdf. format, should be submitted to the following email address: [maputo@aics.gov.it](mailto:maputo@aics.gov.it) by **17 June 2021 at 23:59:00 midnight (Mozambique time)**. The subject of the email must contain the vacancy announcement number **7/AICSMAPUTO/2021 – National Programme Officer**.

Please note that only complete applications (including documents 1, 2, 3, and 4) received within the



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deadline will be accepted and considered.

We encourage applicants to submit the application well before the deadline date, since heavy internet traffic or connection problems could lead to difficulties in submission. AICS cannot be held responsible for any delay due to such difficulties.

#### **4. EXCLUSION FROM SELECTION PROCEDURES**

The following defects will determine exclusion from the selection procedure:

- a) Applications lacking any of the essential eligibility requirements;
- b) Application received after the deadline stated in this announcement and using models other than those provided for in this announcement;
- c) Application documents (including annexes) not signed.

#### **5. EVALUATION OF APPLICATIONS**

Once the terms of validity of the notice have elapsed, the AICS Office in Maputo assesses the admissibility of the applications regarding the presence of the essential requirements and the absence of causes for exclusion. The exclusion is communicated to the candidates concerned.

Subsequently, the the AICS Regional Representative appoints a selection committee who meet the requirements for autonomy and impartiality with respect to the candidates. The committee assesses the merits of the applications by assigning a maximum overall score of 100 points according to the following criteria:

##### **QUALIFICATIONS (Max 70 points)**

Assessment of education, competences and professional experience, and possession of preferred requirements as indicated in the documentation submitted by the candidate, will be carried out according to the below parameters:

**Education** (*further qualifications than the essential ones required*) - **up to 10 points**

**Language skills** - **up to 10 points**

**Professional experience** – **up to 40 points**

**Other qualifications or professional skills** – **up to 10 points**

##### **INTERVIEW (Max 30 points)**

Only candidates scoring minimum 40 points under "QUALIFICATIONS" will be included in the shortlist and invited for an interview.

However, the committee reserves the right to invite for an interview only the first 8 candidates according to the provisional ranking list.

The interview takes place via video conference (e.g. Skype, Zoom).

The interview shall be held in the languages indicated in the call for applications and shall assess the applicant's knowledge and experience, his or her ability to carry out the task in question, the language



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skills required and any other skills deemed necessary to assess the candidate's profile in relation to the post to be filled. The interview notice is sent by e-mail to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred in connection with the interview.

### **Final scoring**

Candidates scoring at least 60 points at the end of the process will be included in the final list of retained candidates.

## **6. RESULTS OF THE SELECTION**

Only the retained candidates will be informed via email of the results of the selection process. The candidate with the highest score in the ranking list is offered the position via email. The ranking list remains valid for one year and can be extended for another year for motivated needs related to the implementation of the initiative. In case of a decline by the selected candidate or an 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 AICS and AICS Maputo Office websites.

Due to essential service reasons, the candidate with the highest score in the ranking list must be able to take up service in Maputo not later than 1 month from the publication of the ranking on AICS websites. In case the availability is not granted, the office reserves the right to appoint another candidate from the ranking list.

## **7. PROTECTION OF PRIVACY**

The submission of applications by a candidate implies consent to the processing of their personal data, including sensitive data, by personnel assigned to the custody and storage of applications and to their use for the purpose of the selection process

The AICS Regional Representative in Maputo is responsible in relation to personal data handling.

## **8. SUSPENSION AND PROTECTION CLAUSES**

AICS reserves the right to cancel or delay the recruitment process at any stage and at its own discretion.

Maputo, 17/05/2021