



This project is funded
by the European Union

VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique

NDICI AFRICA/2023/442-998



PROFESSIONAL VACANCY ANNOUNCEMENT N. 3/AICSMAPUTO/2023

(INTERNATIONAL) TEAM LEADER

- Profile:** (International) Team Leader for the Programme “VaMoz Digital!” - Component: “Digital Competences, Entrepreneurship and Services as Opportunities for Youth Growth in Mozambique”- AID 012807, financed by the European Union and implemented by the Italian Agency for Development Cooperation (AICS)
- Job Title:** Team Leader
- Professional level:** Middle 4
- Sector:** Information and Communication Technology (ICT) (OECD -DAC purpose Code 22040), with special focus on economic growth and social inclusion

Applicable regulations:

- Law n. 125 of 11th August 2014, entitled “*Disciplina generale sulla cooperazione internazionale per lo sviluppo*”;
- Decree of the Italian Ministry of Foreign Affairs (MAECI) n. 113 of 22nd July 2015 “*Regolamento recante - Statuto dell’Agenzia italiana per la Cooperazione allo Sviluppo - ed in particolare il capo terzo, articolo 11, comma 1, lettera c)*”.
- Resolution of the Joint Committee for Development Cooperation n. 101 of 19th November 2019 “*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*”.
- Resolution of the General Director of the Italian Agency for Development Cooperation n. 28 of 5th February 2021.
- Mozambique's Labour Law n. 23 of 1st August 2007.
- Contribution Agreement for the implementation of the Programme: “*VaMoz Digital! Digital Competences, Entrepreneurship and Services as Opportunities for Youth Growth in Mozambique*”- AID 012807, signed between the European Union (Mozambique Delegation) and AICS on 13th April 2023 – Code NDICI AFRICA/2023/442-998.

The **AICS Maputo Regional Office** intends to recruit an International **Team Leader** to head the VaMoz Digital team responsible for the implementation of the Programme.

1. PROGRAMME BACKGROUND

Worldwide experience indicates that, when appropriately applied, digital technologies can improve lives by empowering youth, women, and girls, enhancing democratic governance and transparency, and boosting productivity and job creation. Over the last years, with technology rapidly changing the



This project is funded
by the European Union

**VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique**

NDICI AFRICA/2023/442-998



landscape of the workforce, Mozambique has enthusiastically embarked on the digitalisation process in the public and private sectors to keep or gain competitiveness.

However, there are still major constraints to a vigorous transition, among which are little investment in connectivity and weak capacities of the authorities to govern the complex set of processes, fragile legal and regulatory digital framework and corresponding enforcement, low education levels and lack of digital literacy, gender and urban-rural divides, low affordability of broadband-enabled devices, low electrification rate.

Moreover, Mozambique's digital ecosystem for enterprises looks dynamic, but the opportunities for start-ups and M/SME are limited by the non-supportive financial system and by the few business-enabling tools and programmes. Employers are seeking a labour force that is increasingly digitally skilled but, while the importance of digital skills has been recognized, there has been less of a focus on the scale of demand for these skills, and the models that can be used to teach them.

The European Union's strong commitment to the digital transformation of its African partner countries led to the formulation of the "VaMoz Digital!" programme, the rationale of which was informed by the analysis above and by the commitment to the *leaving no one behind* principle: while one component deals more with the policy and regulatory framework, a second sub-programme addresses the areas of access, digital skills and entrepreneurship, and of the digital services of public interest. The Italian Agency for Development Cooperation (AICS) was tasked with the latter component.

The Overall Objective of this action is to contribute to Mozambique's inclusive growth focused on digital transformation. Its Specific Objectives (or Outcomes) are 1) an enhanced conducive environment for inclusive digital transformation; 2) enhanced inclusive opportunities for youth employment, innovation and digital entrepreneurship are enhanced.

The implementation modalities established by the EU Delegation in Mozambique foresee Indirect Management with the International Telecommunication Union (ITU) for Outcome 1 and the Italian Agency for Development Cooperation (AICS) for both Outcome 1 and Outcome 2. funded under the same Description of EU Action Document (CRIS number: NDICI AFRICA/2023/442-998) and will be implemented in close coordination under the same institutional umbrella.

The specific strategy devised is to find ways of transferring digital skills (Output 2.1-2.2-2.3) and fostering entrepreneurship (Output 2.4-2.5), as well as to improve efficiency, effectiveness, and accessibility of digital services (Output 1.1-1.3). The operationalisation of two tech hubs, respectively in the Central and Northern region of the country, to be considered as a critical output for the achievement of both outcomes, will ensure a collaborative environment where, on one side, small entrepreneurs can be exposed and absorb ICT solutions and improvements of their businesses and, on the other side, though at a modest scale, technology professionals can come together to exchange ideas, develop new products and services, and drive innovation. They will concentrate assets and resources for practical collaboration with the private sector, skill transfer to youth, start-up incubation, M/SME acceleration and for participative production of innovative services of public interest. At the same time, the action will contribute to enhancing digital connectivity in rural areas by strengthening the existing network of community multimedia centres.



This project is funded
by the European Union

VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique

NDICI AFRICA/2023/442-998



ITALIAN AGENCY
FOR DEVELOPMENT
COOPERATION

A competitive grant-making procedure will be launched for each region by AICS to select the public-private consortia eligible to be awarded to implement the action in each region, as well as the exact locations of the tech hubs. The AICS programme team shall lead the grant awarding processes and closely supervise implementation in both regions, while also coordinating this work in the peripheral regions with the parallel technical assistance work to be done at the level of Central Government institutions.

2. TERMS OF REFERENCE

Profile: (International) Team Leader for the Programme “VaMoz Digital!” - Component: “Digital Competences, Entrepreneurship and Services as Opportunities for Youth Growth in Mozambique” – AID 012807, financed by the European Union and implemented by the Italian Agency for Development Cooperation (AICS)

Job Title: Team Leader

Professional level: Team Leader - Middle 4

Sector: Information and Communication Technology (ICT) (OECD -DAC purpose Code 22040), with special focus on economic growth and social inclusion

Duty station: Maputo with frequent short-term missions to Central and Northern regions of Mozambique, also considering the security situation.

Contract: fixed-term contract as identified by the Labour Law of Mozambique n. 23 of 1st August 2007, in compliance with the fundamental principles of the Italian legislation.

Remuneration

Gross annual salary: Euro 72.342,00

Remuneration also includes allowances for the expert who carries out his work in Mozambique or in the countries of competence of the Maputo Office, in accordance with the AICS rules and regulations. Such allowances amount to an annual net value of Euro 57.874,00

The remuneration is established in accordance with the AICS rules and regulations, in particular: "*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*" as provided for by the Resolution of the Joint Committee of 19 November 2019 n. 101 and the Decree of the AICS General Director of 05 February 2021 n. 28.

Any additional benefits may also be provided according to the availability of the financial resources of the Programme.

Duration: 18 months – including a two-months’ 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.

2.1 Key Functions

The Team Leader (international long-term key expert) provides support to the AICS Regional Representative with regards to the implementation of the Programme (or Action), and reports to him/her.



This project is funded
by the European Union

**VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique**

NDICI AFRICA/2023/442-998



**ITALIAN AGENCY
FOR DEVELOPMENT
COOPERATION**

The Team Leader shall be responsible for the technical management of the activities provided for in Annex I "Description of the Action" of the Contribution Agreement. He/she coordinates, from a technical point of view, the Programme team (or Programme Management Unit) in order to carry out the required activities and achieve the expected results.

In particular, the Team Leader shall:

- Provide programme management support to the AICS Regional Representative and liaise with the EU Delegation, AICS Rome, Mozambican counterparts, and international partners and stakeholders at policy level;
- Coordinate partners and stakeholders' relationships, including liaison with the EU Delegation/Headquarters, joint programming with ITU, and support to Programme Governing Bodies and the concerned Mozambican stakeholders at central and local level (e.g. Ministries and local authorities);
- Lead the interaction between the programme management team and (i) implementing partners/service providers, with regards to programmatic and security matters; (ii) Mozambican central and local authorities to expedite operations (e.g., approval/clearance); and (iii) AICS (HQ and Maputo level) with regard to administrative, procurement, legal, and financial compliance;
- Provide technical advice to, and oversee the definition and implementation the Operational Plan of the activities to be carried out by VaMoz Digital! grantees, based on the provisions of Annex I "Description of the Action" of the Contribution Agreement - including: correct implementation of financial and procurement processes, programme operation and monitoring, implementation of outsourced services, progress/interim reporting, relevant follow up action, and payment requests - under the supervision of the AICS Regional Representative, and in close collaboration with the other team members, particularly with the Administrative and Financial Expert;
- Coordinate or performs programme management team operations, including (i) monitoring field visits; (ii) technical reporting (e.g. six-monthly Information Memo, Annual reports and final reports to be presented to the EU Delegation), in close cooperation with the Administrative and Financial Expert for the financial part, (iii) preparation of Action related documents and contracts, as well as various terms of reference comprising those related to the selection of the other technical staff, and the calls for grant awards;
- Coordinate external technical assistance activities (e.g., capacity building, institutional development), and provide technical inputs during evaluation missions by external evaluators and by the Commission;
- Manage, in close collaboration with the Administrative and Financial Expert, the correct execution of the budget of the Action in accordance with the directions by the AICS Regional Representative, as well as provide assistance during audit procedures;
- In full compliance with the indications and requests of collaboration by EU Delegation about visibility, promote communication and information activities, and assist the EU Delegation and AICS Regional Representative in media relations, and in organising launch/closure seminars related to the Action and the visits by the EU Delegation and other institutions, in order to facilitate the dissemination of good practice in relation to other projects managed by other Donors and/or the EU Delegation;



This project is funded
by the European Union

VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique

NDICI AFRICA/2023/442-998



- Perform any other relevant activities as required by the AICS Regional Representative.

Prohibition to engage in other activities: The selected candidate must not have carried out, during the last three years, any business activity in the country of service, or be in a situation of conflict, even potential, of interests that undermine the impartial exercise of the functions, as provided for in Article 53 of Legislative Decree no. 165 of 2001, referred to in Law No. 190 of 2012 and by the Code of Ethics and Conduct of AICS referred to in point 7 below. The Administration reserves the right to verify, under penalty of exclusion, the compliance of what has been declared in this regard by the selected candidate.

3. REQUIREMENTS

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

- Age not exceeding (at the time of signing the contract) that required for retirement by local regulations or by Italian regulations for candidates subject to the Italian social security system (67 years);
- Medical fit for employment;
- Full enjoyment of political and civil rights;
- Absence of convictions for any criminal offence and absence of any pending criminal charge, both in Italy and abroad;
- Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad;
- Have obtained the academic qualification required by the selection notice, as specified in point 3.1 a);
- Have acquired the professional experience required by the selection notice in the relevant sector, as specified in point 3.1 b);
- Fluency in written and spoken English (C1 Level - Common European Framework of Reference);
- Fluency in written and spoken Italian (C2 Level - Common European Framework of Reference);
- Fluency in written and spoken Portuguese (B1 Level - Common European Framework of Reference);
- Proficiency in the use of the main Microsoft Office applications.

The requirements set out in this Article shall be met throughout the duration of the contract.

3.1 Special Requirements

- Graduate Certificate/Master's Degree or equivalent title (level 7 European Qualification Framework EQF) in Development Studies, Economics, Business Administration, Technology Management, Industrial Engineering, Psychology, International Relations or related fields. Other degrees of the same level in another field may be accepted in the presence of at least 5 years of documented and qualified professional experiences in the relevant sector. It shall also be considered the equivalences published on the website of the Ministry of Education, University and Research (www.miur.it);
- At least 9 years of post-graduate working experience as Team Leader in development cooperation initiatives on project/programme management, including financial oversight, partnership



This project is funded
by the European Union

**VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique**

NDICI AFRICA/2023/442-998



building, stakeholder coordination and resource mobilization responsibilities, in the sector of Information and Communication Technology (ICT) (OECD -DAC purpose Code 22040), with special focus on economic growth and social inclusion. The documented and qualified professional experiences in the relevant sector related to Cooperation programmes may also be assessed with a view to achieving the "General Requirement for access to the professional level" referred to in point 3.1 a) only for the part exceeding 9 years.

3.2 Preferred requirements

The following will constitute the preferred qualification for the position:

Education (further qualifications):

- a) Post-graduate diplomas (University Master, PhD or other Higher Education Courses recognized in the sector of interest) additional to the minimum requirements indicated in point 2.1 a);

Language skills:

- b) Proficiency in written and spoken Portuguese (B2, C1 or C2 Level - Common European Framework of Reference);
- c) Proficiency in written and spoken English (C2 - Common European Framework of Reference);

Professional experience:

- d) Previous work experience in programmes aimed at driving digital transformation towards job creation and youth entrepreneurship;
- e) Previous work experience at the Directorate General for Development Cooperation (DGCS/MAECI) and/or the Italian Agency for Development Cooperation (AICS) and/or European Union or International Organisations and/or International Civil Society Organisations in activities similar to those covered by this advertisement;
- f) Previous work experience in the preparation of documentation relating to procedures for the acquisition of works, services and supplies pursuant to the AICS reference legislation and procedures (Italy's D. Lgs. n. 50/2016; Italy's D.M. n. 192/2017; PRAG - Procurement and Grants for European Union external actions);
- g) Previous work experience in Sub-Saharan Africa, preferably in Mozambique, in activities and functions comparable to those covered by this notice;

Other qualifications or professional skills:

- h) Other specialisation courses (other than the ones required under requirement 2.1a) above) or professional skills which might be relevant for the activities to be performed in the position advertised.

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.



This project is funded
by the European Union

**VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique**

NDICI AFRICA/2023/442-998



**ITALIAN AGENCY
FOR DEVELOPMENT
COOPERATION**

4. 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, in particular:
 - a. Name, surname, date and place of birth;
 - b. Age not exceeding (at the time of signing the contract) that required for retirement by local regulations or by Italian regulations for candidates subject to the Italian social security system (67 years);
 - c. Residence;
 - d. Citizenship;
 - e. Being medically fit for employment;
 - f. Full enjoyment of political and civil rights;
 - g. Absence of convictions for any criminal offence and absence of any pending criminal charge both in Italy and abroad;
 - h. Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad.

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 shall also include:

1. Dated and signed Curriculum vitae in English (Europass format), including authorization to process personal data;
2. Dated and signed motivation letter in English;
3. Copy of valid Passport or Identity Card.

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. In case of no indication of such information, the residence address will be used. Candidates have the obligation to communicate 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 by **31th May 2023 at 23:59** (midnight), **Mozambique time**. The subject of the email must contain the vacancy announcement number **3/AICSMAPUTO/2023 – International Team Leader_VAMOZ – AID 012807**.

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



This project is funded
by the European Union

VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique

NDICI AFRICA/2023/442-998



5. EXCLUSION FROM SELECTION PROCEDURES

The following 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) when not signed.

6. 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 AICS Regional Representative appoints a selection committee whose members 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:

6.1 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
- Assessment of professional experience – up to 40 points
- Other qualifications or professional skills – up to 10 points

6.2 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. Teams, 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 tasks related to the position, the language 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.

6.3 Final Scoring

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



This project is funded
by the European Union

**VAMOZ DIGITAL! - Digital Competences, Entrepreneurship and
Services as Opportunities for Youth Growth in Mozambique**

NDICI AFRICA/2023/442-998



candidates.

7. 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 non-acceptance 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.

8. 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.

9. SUSPENSION AND PROTECTION CLAUSES

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

10. PUBLICITY

This notice is published through the websites of AICS and of AICS Maputo Office.

Maputo, 15th May 2023