

REPUBLIC OF CAMEROON
Peace - Work - Fatherland

MINISTRY OF WATER AND ENERGY

SECRETARIAT GENERAL

DEPARTMENT OF WATER RESOURCES
MANAGEMENT



REPUBLIQUE DU CAMEROUN
Paix - Travail - Patrie

MINISTRE DE L'EAU ET DE L'ENERGIE

SECRETARIAT GENERAL

DIRECTION DE LA GESTION DES RESSOURCES
EN EAU

000001 CALL FOR EXPRESSIONS OF INTEREST No. /EOI/MINEE/SG/DGRE/2025 OF 13 NOV 2025 FOR THE RECRUITMENT OF KEY PERSONNEL FOR THE WATER SECURITY PROJECT MANAGEMENT UNIT IN CAMEROON (SEWASH)

I. BACKGROUND AND JUSTIFICATION

The Government of the Republic of Cameroon has requested and obtained from the World Bank a sum of €184.9 million to finance the first phase of the Cameroon Water Security Project (SEWASH). This project, which is part of a comprehensive programme centred on a multiphase programmatic approach (MPA) with a total value of US\$950 million, will be implemented by the Ministry of Water and Energy (MINEE) and the State Concessionaire known as CAMWATER (the State-owned asset holding company), which is also responsible for managing the drinking water production, transport and distribution service in urban and peri-urban areas.

The overall objective of this project is to ensure sustainable access to water, sanitation and hygiene services for the Cameroonian population by 2035. More specifically, the project will focus on:

- strengthening the legal and institutional framework for the water sector by finalising the process of drafting and enacting nearly thirty implementing provisions for the law on the water regime and operationalising basin and/or sub-basin agencies so as to render effective the IWRM;
- significantly increasing access to drinking water, sanitation and hygiene services through the rehabilitation and/or construction of drinking water supply and sanitation facilities in rural areas; expanding drinking water distribution systems in urban and peri-urban areas;
- creating new infrastructure for mobilising and storing water resources to recharge groundwater and develop agro-sylvo-pastoral activities;
- improving water resource management to enhance security, in particular through IWRM at the basin and sub-basin levels (development of water management master plans, design of IWRM pilot plans, etc.).

The Project (IDA Credit 7785-CM) will be implemented in five components, including one provisional component, as explained below:

- Component A: strengthening institutions and regulations to operationalise IWRM and improve the supply of basic drinking water facilities/limited sanitation services;
- Component B: implementation of water security measures at the sub-basin level by operationalising IWRM plans in the Benue River basin;
- Component C: development of resilient drinking water supply and sanitation facilities in rural areas of the three northern regions and the cities of Yaounde and Douala;
- Component D: support for project implementation, monitoring and evaluation;
- Component E: Contingent Emergency Response Component (CERC).

While MINEE will implement the strategic components of this project, CAMWATER will implement the components that deal specifically with operations. As such, MINEE will implement components/sub-components A1, B, C1 and C2 (for small drinking water supply systems and latrines in the three northern regions) and CAMWATER will implement components/sub-components A2 and C2 (for the cities of Yaounde and Douala). The management and monitoring of the SEWASH Project will consist of the following:

➤ **Steering Committee (SteerCo)**

The Steering Committee is placed under the authority of the Minister of Water and Energy (Project Owner). It acts as the umbrella body for the various project management agencies (MINEE Project Management Unit and CAMWATER Implementation Unit). The SteerCo is responsible for coordinating and monitoring project implementation, as well as validating strategic guidelines and optimising the interventions of all stakeholders, with a view to ensuring the successful execution of the Project.

➤ **MINEE Project Management Unit (MINEE PMU)**

MINEE's PMU will be set up simultaneously with the preparation of the Project's Procedures Manual. The PMU will consist of a Project Coordinator who will be recruited by MINEE in accordance with the Terms of Reference approved by the World Bank and will be responsible for coordinating the main stakeholders to achieve the Project's development objectives. In accordance with the provisions of the Project Document, the Project Coordinator will be assisted by a Deputy Coordinator who will be in charge of the Technical Unit based in Garoua, a Monitoring and Evaluation Officer, a Procurement Officer, a Financial Management Specialist, an Environmental Safeguards Officer, a Social Development Specialist, and three Water and/or Sanitation Specialists.

II. DESCRIPTION OF EXPERT POSITIONS FOR THE SEWASH PROJECT MANAGEMENT UNIT

II.1- PROJECT COORDINATOR

- a) Hierarchy:** under the authority of the Steering Committee and the Project Owner.
- b) Work location:** the Coordinator will be based in Yaounde, with frequent travel to the regions concerned by the Project.
- c) Coordinator's duties**

Under the authority of the Project Owner and the Project Steering Committee, the Project Management Unit (PMU) will be headed by a Coordinator in charge of overseeing all Project operations.

He/she will ensure increased and sustained coordination of the various administrative, technical, environmental and financial aspects of the SEWASH Project and provide effective support to all stakeholders directly or indirectly involved, both internally and externally.

Specifically, the Coordinator will be responsible for Project manag. The following is a non-exhaustive list of his/her duties:

- ✓ ensure the effective and timely implementation of activities that will enable the achievement of results under the components to be implemented by MINEE, in close collaboration with all stakeholders as defined in the Project Procedures Manual;
- ✓ assume leadership of the PMU, which brings together a multidisciplinary team to ensure the effective and timely completion of the Operation. He/she must promote teamwork and a spirit of cooperation among PMU personnel, guiding, coaching and motivating the team to achieve the Project's development results;
- ✓ oversee all activities of the Operation during the preparatory phase and during implementation with the support of PMU experts, facilitate the actions of all stakeholders to ensure the project's entry into force and the availability of funding, and act as the interface between the project and those affected by the Operation, where applicable;
- ✓ ensure strict application of all procedures specified in the operating manual and compliance with the requirements of the financing agreement;
- ✓ effectively coordinate the procurement process to carry out tenders, bid evaluation, contract award, contract negotiations, and the entry into force of EPC construction contracts in accordance with the Project Procedures Manual;
- ✓ make sure that procurement with contractors and other works and services companies is carried out in accordance with national or international best practices, and ensure that national



procurement rules and policies or those of the World Bank, as applicable, are used for the Operation;

- ✓ represent the Project Owner (MINEE) for services financed by the Project when working with the consultants and firms recruited;
- ✓ ensure the proper execution of the requirements set out in the Project Action Plan, as well as compliance with the commitments made as part of the Project's implementation;
- ✓ monitor and regularly report on the progress of actions related to environmental and social safeguards and safety, works, costs, work schedule, challenges and risks affecting the Operation, as well as the evolution of any contractual issues;
- ✓ liaise between the Steering Committee, the sector administrations involved in implementation, the national authorities, and the technical and financial partners in all areas relating to the Operation;
- ✓ develop and submit to the Steering Committee the overall work schedule and implementation strategy for the Operation;
- ✓ oversee the technical, financial and administrative implementation of the Project;
- ✓ ensure the timely preparation and submission by the PMU of all monitoring reports (technical, environmental, social and fiduciary) for the Operation;
- ✓ make sure that the PMU constantly has at its disposal support and competent, experienced personnel to carry out its work effectively;
- ✓ ensure rigorous monitoring of schedules and costs with the administrative and financial officer and the procurement specialist, and prepare monitoring reports following an established schedule and format.
- ✓ inform management of any situation that could compromise the smooth running of the Operation and propose possible solutions;
- ✓ coordinate activities in an exemplary manner in order to maintain and improve relations with staff and foster a spirit of excellence and teamwork within the PMU;
- ✓ ensure compliance with anti-corruption and ethical rules of conduct by all members of staff , contractors and other agents;
- ✓ carry out field or foreign missions as necessary as part of Project operations;
- ✓ carry out any mission entrusted by the Steering Committee or the Project Owner;
- ✓ work closely with the World Bank project manager and his team and ensure that documents are submitted in accordance with World Bank standards for review and non-objection.

d) Qualifications and experience

Education

The Coordinator, who will work closely with all structures involved in the Project's execution must be a holder of a higher education degree (GCE A' level/Baccalauréat +5 with at least 10 years of experience or GCE A' level/Baccalauréat + 3 with at least 15 years of experience) in one of the following fields: Water and/or Sanitation, Rural Engineering, Sanitary Engineering/Environment, Civil Engineering, Industrial Engineering.

- ✓ Training or certification in project or construction management is recommended.

Experience

General experience: A minimum of fifteen (15) years of general experience, with at least ten (10) years in the water and/or sanitation sector.

Specific experience

- ✓ At least five (5) years of specific experience in team management or similar position;
- ✓ Experience in structuring and/or implementing large-scale programmes and projects in the water



- and energy sub-sector (at least two projects);
- ✓ Demonstrate specific experience in the handling of procurement procedures for international donors;
- ✓ Have participated as a manager in conducting studies, monitoring or controlling at least two infrastructure projects (drinking water supply and sanitation, dams, rural electrification);
- ✓ Have a good knowledge in the process of drafting national or sectoral policy, strategy or action plan documents;
- ✓ A good command of donor performance criteria, rules and monitoring and evaluation procedures would be particularly appreciated;
- ✓ Have a good knowledge of administrative, accounting and financial project management;
- ✓ Have a good knowledge of Integrated Water Resources Management (IWRM) concepts;
- ✓ Have a good command of the implementation of Geographic Information Systems (GIS);
- ✓ Have a good mastery of business administration, mainly in the performance of business management audits and business accounting management;
- ✓ A good mastery of performance criteria, rules and procedures of technical and financial partners would be much appreciated.

Other requirements

Candidates must be fluent in French, both written and spoken, and have a good command of English. French and English are recommended as the working languages for the project. The following skills are also important:

- ability to manage various types of contracts with standard clauses relating to engineering projects; ability to motivate staff and reach consensus, strong social skills;
- good understanding of the project cycle (formulation, supervision, self-evaluation by beneficiaries, mid-term and final evaluation);
- ability to work under pressure;
- have a good command of Word, Excel, PowerPoint, and project management software;
- be able to consolidate information from different sources;
- be capable of negotiating and preventing conflicts both within the project units and externally with local populations and administrations, and possess a strong sense of responsibility;
- be able to quickly learn engineering and decision support software;
- proven interpersonal, relationship and team management skills;
- ability to adapt in a multicultural environment.

e) Evaluation Criteria

No.	Evaluation Criteria	Points
1	Presentation of the file	5
2	Education	15
3	General experience	20
4	Specific experience	40
5	Understanding of the project and the duties of the position	5
6	Other requirements	15
Total		100

The Coordinator must be ready to assume his/her functions immediately after the contract is signed.

II.2- DEPUTY COORDINATOR

a) Hierarchy: under the authority of the Project Coordinator.

b) Work location: the Deputy Coordinator will be based in Garoua, with occasional travel to Yaounde to the PMU.

c) Duties of the Deputy Coordinator

Under the direct supervision of the Project Coordinator, the Deputy Coordinator, based in Garoua (with travel to the PMU in Yaounde), will be responsible for: (i) supervising the preparation of the Terms of Reference for the recruitment of Consultants, (ii) consolidating technical studies and supervising the preparation of the Tender Documents for the Works, (iii) supervising the Project's implementation in the three northern regions and monitoring and evaluating the results of the Project. As head of the Garoua Technical Unit, he/she will work closely with other experts and focal points from other structures benefiting from the project activities.

d) Services to be provided

The Assistant Coordinator is responsible for ensuring the smooth running of the Garoua Technical Unit. His/her specific tasks include, among others:

- assisting the programme coordinator in the technical, financial and administrative management as regards the implementation of all Project components;
- proposing and setting up an effective system and tools for developing the Technical Unit's programme of activities and annual budget;
- assisting the Coordinator in organising and supervising the process of preparing the draft programme of activities;
- ensuring that the Technical Unit's programme of activities is drawn up in accordance with the timetable;
- assisting, in collaboration with other specialists (AFO, PO) and focal points, in the preparation of periodic assessment and planning workshops as well as meetings of project bodies (steering committee, PMU, etc.);
- assisting, in collaboration with the Coordinator and other specialists (AFO, PO), in the preparation and finalisation of the Terms of Reference for the project management teams supervising the works and for other consultants involved in the project;
- assisting, in collaboration with the Coordinator and other specialists (AFO, PO), in the preparation and finalisation of tender documents for the works;
- carrying out periodic visits to beneficiaries and sub-beneficiaries to gather information, both on planned activities and on their opinions/perceptions of the project's performance.
- coordinating the preparation of draft periodic activity reports (quarterly, half-yearly and annual) for the Technical Unit and ensuring that these reports are produced according to the required standards and within the set deadlines;
- ensuring the dissemination of periodic activity reports to the required recipients;
- participating in Project supervision, mid-term review and final evaluation missions with technical and financial Partners;
- providing all necessary assistance to State control bodies and independent audit missions in the Technical Unit;
- contributing to the preparation of the Project completion report.

e) Qualifications and experience

Education

Holder of a higher education degree (at least A' Level/Baccalauréat +5) in one of the following fields: Engineering, Water and Sanitation, Sanitary Engineering, Environment and Hydraulics, or any other degree deemed equivalent.



Experience

- Minimum ten (10) years of experience in the water and/or sanitation sector;
- Minimum of five (5) years of experience in a team management position or similar role in similar projects;
- Minimum of five years' experience in implementing programmes and projects funded by international donors (World Bank, Islamic Development Bank, Arab Bank for Economic Development in Africa, African Development Bank, etc.) ;
- At least five (5) years' experience in managing multidisciplinary teams would be an asset (project management, business, facilitator contracts, etc.);
- Good mastery of the preparation of planning documents, performance contracts and defining performance indicators;
- Good command of the implementation of water supply and sanitation systems;
- Good understanding of the project cycle (formulation, supervision, self-evaluation by beneficiaries, mid-term and final evaluation);
- Good command of donor performance criteria, rules and monitoring and evaluation procedures would be greatly appreciated.

Other requirements

- Ability to write technical reports that can be used by donors and development partners;
- Ability to work effectively under pressure;
- Good knowledge of commonly used software applications such as
- Word, Excel, PowerPoint, Access, etc.;
- Display a sense of initiative and ability to anticipate;
- Be capable of working as part of a team;
- Possess good communication skills;
- Be available for multiple field trips.

f) Evaluation Criteria

No.	Evaluation Criteria	Points
1	Required educational background	15
2	General experience	20
3	Specific experience	30
4	Experience with international donors	15
5	Understanding of the project and the duties of the position	10
6	Experience with Cameroon public administration	5
7	Knowledge of the project implementation area	5
Total		100

The Deputy Coordinator must be ready to assume his/her functions immediately after the contract is signed.

II.3- MONITORING AND EVALUATION OFFICER

- a) **Hierarchy:** under the authority of the Project Coordinator.
- b) **Work location:** the Monitoring and Evaluation Officer will be based in Yaounde, with frequent travel to the regions concerned by the project.
- c) **Duties of the Monitoring and Evaluation Officer**



Under the direct supervision of the Project Coordinator, the Monitoring and Evaluation Officer's (MEO) main responsibility is to coordinate the preparation of programme activities, monitor the implementation of activities and evaluate the Project results. He/she will work closely with other PMU experts and focal points from other structures benefiting from the project activities.

The Monitoring and Evaluation Officer is responsible for ensuring the proper functioning of the monitoring and evaluation system implemented by the PMU in order to monitor and evaluate the Project's progress and performance. His/her specific tasks include, among others:

- designing and implementing tools for monitoring the implementation and evaluation of projects and activities in conjunction with project managers;
- developing a system for monitoring activity implementation and periodic data collection;
- designing and implementing various internal evaluation methods in collaboration with division heads;
- contributing to the development of strategic and operational plans, project conceptual frameworks and various communication documents;
- systematically collecting data to monitor project activities and compiling periodic reports;
- coordinating improvements to the project monitoring and evaluation system and ensuring its effectiveness in meeting the requirements of the Government and technical and financial partners;
- overseeing updates of performance indicators to be monitored throughout the project's implementation period;
- collecting, entering and analysing quantitative and qualitative information on project activities while ensuring the quality of data provided by beneficiary structures;
- drawing up and/or proposing draft terms of reference for baseline studies, mid-term reviews and final evaluations of the project's impact;
- preparing periodic assessment and planning workshops, meetings of project bodies (steering committee, PMU, etc.) in collaboration with other specialists (AFO, PO) and focal points;
- analysing, measuring and interpreting discrepancies between planned and completed activities included in the programme and proposing actions likely to better promote the achievement of project objectives (as set out in the logical framework);
- informing the PMU Coordinator of any significant discrepancies between actual and expected performance;
- taking part in the World Bank's supervision, mid-term review and final evaluation missions for the Project;
- providing all necessary assistance to State control bodies and independent audit missions;
- recommending the launch of follow-up surveys and evaluation studies provided for in the programme of activities;
- ensuring consistency between financial management data and the physical performance of the project;
- coordinating the preparation of draft periodic (quarterly, half-yearly and annual) monitoring and evaluation activity reports and ensuring that these reports are produced according to the required standards and within the set deadlines;
- contributing to the preparation of the Project's completion report.

d) Qualifications and experience

Education

He/she must be a holder of a higher education degree (at least A'Level/Baccalauréat + 5) in one of the following fields: Engineering, Social Sciences, Statistics, Economics or Management.

Experience

- At least five (5) years of professional experience in his/her field of training;



- At least five (5) years of field experience in monitoring and evaluation of development projects/programmes;
- Proven experience in the implementation of donor-funded projects would be particularly appreciated;
- Good understanding of the project cycle (formulation, supervision, self-evaluation by beneficiaries, mid-term and final evaluation);
- Good command of donor performance criteria, rules and procedures would be an asset.

Other requirements

- Ability to write technical reports that can be used by donors and development partners;
- Ability to work effectively under pressure;
- Good knowledge of commonly used software applications such as Word, Excel, PowerPoint, Access, etc., Geographic Information Systems and monitoring and evaluation software;
- Possess organisational, analytical, summarising and report writing skills;
- Display a sense of initiative and ability to anticipate;
- Be capable of working as part of a team;
- Possess good communication skills;
- Be able to provide objective criticism;
- Be capable of making multiple trips to the field.

e) Evaluation criteria

No.	Evaluation Criteria	Points
1	Required educational background	10
2	Training in project monitoring and evaluation	10
3	General experience	20
4	Specific experience	40
5	Experience in projects with international donors	20
Total		100

The Monitoring and Evaluation Specialist must be available to start work within 30 days following the date of signature of the contract.

II.4 FINANCIAL MANAGEMENT SPECIALIST

a) Hierarchy: under the authority of the Project Coordinator.

b) Work location: the Financial Management will be based in Yaounde, with frequent travel to the regions concerned by the project.

c) Duties of the Financial Management Specialist

Under the direct supervision of the Project Coordinator, the Financial Management Specialist is responsible for implementing, supervising and monitoring the project's administrative, financial and accounting activities. He/she must have a strong sense of ethics and integrity.

The main duties of the Financial Management Specialist will be to:

- organise, lead and carry out the necessary inspections to ensure standardised financial management that is permanent, comprehensive, objective, relevant, reliable and useful
- effectively contribute to the Project's administrative and financial management;
- assist the Coordinator in the administrative and financial monitoring and effective implementation of project activities.

His/her specific tasks include, among others:



On the administrative level

- Responsible for the administrative and logistical monitoring of project activities;
- Ensures that all administrative procedures are properly applied.

As regards personnel management

- Participates in the recruitment of support staff;
- Ensures that the personnel register and individual files are opened and properly managed;
- Approves payroll records;
- Verifies tax and social security declarations related to payroll;
- Evaluates accounting and financial staff;
- Updates the staff appraisal system;
- Implements and monitors sanctions in accordance with the applicable regulations;
- Develops and manages the staff training plan.

At budgetary level

- Contributes, in liaison with technical managers, to the coordination of the budget preparation process;
- Prepares and ensures the proper execution of budgeted expenditure;
- Prepares quarterly and annual budget control reports and analyses any discrepancies;
- Contributes to the preparation of all documentation necessary for the quarterly, half-yearly or annual review of project implementation plans.

With regard to finance and disbursements

- Prepares and obtains approval from the Coordinator for all files that might necessitate the release of funds;
- Monitors the evolution of financial commitments;
- Supervises the preparation of DRFs and DPDs for transmission to donors and ensures that an acceptable level of cash flow is maintained to enable real-time payment of activities;
- Keeps track of financial transactions in the project's designated accounts (commitments, withdrawals, settlements, bank reconciliation statements) as well as direct payments;
- Ensures the financial balance of the project and maintains an adequate level of liquidity at all times to avoid cash flow problems;
- Manages financial relations with the CAA, banks and donors.

With respect to accounting

- Responsible for the quality and coordination of the work of accountants at the national and regional levels;
- Responsible for the proper allocation of expenses to the various sources of funding;
- Responsible for the timely preparation of ledgers, trial balances and balance sheets, expense justification reports, and consolidated accounting and financial reports (RSF and annual financial statements);
- Verifies monthly bank reconciliations and monitors bank accounts and cash registers.

In terms of fixed assets

- Supervises the scheduling of acquisitions and the use of goods and services;
- Takes all necessary steps to codify and protect all fixed assets;
- Verifies fixed asset records, physical inventories and signs;



- Controls the accounting and physical reconciliation of fixed assets;
- Validates all requests for replacement of equipment.

Concerning equipment and inventory management

- Monitors equipment;
- Prepares and oversees the implementation of the equipment replacement programme;
- Defines equipment requirements;
- Takes the necessary measures to ensure that goods and services delivered are stored in secure locations designated for this purpose.

As regards IT

- Ensures the maintenance of accounting and financial management software;
- Ensures the reconciliation of accounting records with project management software.

Regarding audit and internal control

- Compiles, updates and implements the project's administrative and financial procedures manual;
- Prepares the terms of reference for financial audits;
- Ensures that relevant financial documents are submitted on time;
- Prepares and coordinates internal and external accounting and financial audit missions, as well as financial management review missions by the Bank;
- Provides comments on audit and mission reports and coordinates the implementation of recommendations concerning the internal control system.

In terms of procurement

- Monitors the preparation, update and execution of the procurement plan (PP) in conjunction with the Procurement Officer;
- Monitors the execution of contracts in conjunction with the Procurement Officer;
- Assists in drafting the administrative and financial sections of tender documents, terms of reference and contracts.

In terms of capacity building

In addition to the tasks defined above, the Financial Management Specialist will also be responsible for the transfer of knowledge to one or more MINEE staff members, where appropriate.

d) Qualifications and experience

Education

He/she must be a holder of a higher education degree (at least A'Level/Baccalauréat + 5) in business administration, finance, accounting, and management.

Experience

- At least five (5) years of field experience as a Financial Management Specialist for Development Projects/Programmes (or similar position), including experience in donor-funded projects and 3 years of experience as an accountant;
- A good mastery of administrative accounting and financial systems (budget planning and monitoring, accounting and payments, internal control and audits);
- Be familiar with administrative writing and personnel management;
- A good knowledge of the mechanisms for financing development projects by multilateral or bilateral donors in general;



- Experience in using one or more accounting and financial management software programmes; knowledge of TOMPRO would be an asset;
- Proven experience in budgeting, monitoring and execution of jointly funded projects for at least five (5) years in the financial and budgetary services of a public administration;
- Experience with financial mechanisms and transactions involving the autonomous sinking fund and the public treasury;
- Possess organisational, analytical and summarising skills.

Other requirements

- Be familiar with administrative writing and personnel management;
- A good knowledge of the mechanisms for development projects financing by multilateral or bilateral donors in general. Knowledge of World Bank procedures is an advantage;
- A good knowledge of the energy sector in general and electricity in particular;
- Be proficient in commonly used software applications (Word, Excel, PowerPoint) as well as messaging and internet tools;
- Experience in using one or more accounting and financial management software programmes; knowledge of TOMPRO would be an asset;
- Ability to work effectively under pressure;
- Possess organisational, analytical and summarising skills.
- Display a sense of initiative and ability to anticipate;
- Be capable of working as part of a team;
- Possess good communication skills;
- Be able to provide objective criticism;

e) Evaluation criteria

No.	Evaluation Criteria	Points
1	Required educational background	25
2	General experience	20
3	Specific experience	40
5	Good knowledge of TOMPRO software and RSF consolidation	10
6	Experience with international donors	5
Total		100

The Financial Management Specialist must be available to start work immediately after signing the contract.

II-5 PROCUREMENT OFFICER.

a) Hierarchy: under the authority of the Project Coordinator.

b) Work location: the Procurement Officer will be based in Yaounde, and is likely to travel to the regions concerned by the project.

c) II-5 Duties of the Procurement Officer

Under the direct supervision of the Project Coordinator, the Procurement Specialist is responsible for procurement in accordance with the World Bank's rules and standards, including planning procurement activities in line with programme implementation.

In this capacity, he/she works closely with all structures involved in procurement. He/she assists and advises those responsible for implementing project activities.

The Procurement Specialist will have the following responsibilities:

- ❖ Ensure the quality of procurement files;



- ❖ Ensure that decisions regarding the award of contracts comply with the agreed terms;
- ❖ Contribute to the resolution of any issues that may arise in relation to the awarding of contracts;
- ❖ Plan activities and monitor procurement files to avoid any delays in the process of tendering, awarding, signing and executing contracts;
- ❖ Coordinate with the project's financial and accounting management specialist to ensure that the procurement process is fully integrated into the planning and management of funds.

Job description

The Procurement Officer will work closely with all structures involved in programme implementation. He/she assists and advises those responsible for implementing programme activities on procurement procedures.

Based on the provisions of the Financing Agreement, the Procedures Manual and the approved procurement plan, he/she participates in the execution of the following detailed tasks classified by category:

Procurement planning and process monitoring

- f) Prepare and coordinate planning for the procurement of supplies, non-intellectual services, works, and the selection of consultants;
- g) Update the procurement plan whenever necessary in conjunction with ARMP and MINMAP;
- h) Classify and archive all procurement documents and files;
- i) Develop a mechanism for collecting data and statistics on procurement performance, including deadlines, in order to quickly identify potential sources of delay, inform the Coordinator and propose solutions to resolve them;
- j) All these activities must be carried out on STEP, which is the World Bank's platform for the systematic tracking of exchanges in procurement;
- k) Calls for tenders will be integrated into the COLEPS platform.

Selection and employment of consultants

- l) Draft Requests for Expressions of Interest for consulting services and publish them in the national and/or international press and on the World Bank website, if necessary, depending on the estimated amount and complexity of the contract;
- m) Prepare Request for Proposal documents;
- n) Prepare letters of invitation to shortlisted consultants after receiving a no-objection notice from the IDA (where applicable);
- o) Participate in the opening of bids, the evaluation of technical and financial proposals, and the awarding of contracts, in order to serve as a resource person to the project's Special Procurement Commission, the subcommittees responsible for analysis as well as ad hoc committees primarily responsible for conducting evaluations;
- p) Supervise the secretariat of the subcommittees responsible for analysis;
- q) Draw up contracts between the Project and the consultants selected after receiving a no-objection notice from the World Bank (where applicable);
- r) Follow up on no-objection notices requested from the World Bank and any other donors contributing to the Programme.

Selection of suppliers of goods and equipment and contractors for works contracts

- s) Prepare tender documents and requests for quotations based on the Project's technical specifications and validated by the PMU in collaboration with infrastructure managers and the Consulting Engineer;



- t) Monitor the publication of tender notices in the appropriate media;
- u) Participate and collaborate with the Consulting Engineer during requests for clarification at the opening of bids, bid evaluations and contract awards, in order to act as a resource person providing useful advice to the members of the Special Commission, as well as to those of the subcommittees for analysis and ad hoc committees;
- v) Supervise the secretariat of the subcommittees responsible for analysis, and ad hoc committees;
- w) Draw up contracts between the Project and the suppliers or contractors selected following calls for tenders and no-objection notices from the World Bank (where applicable);
- x) Follow up on no-objection notices requested from the World Bank and any other donors contributing to the Programme.

Consulting services to the Project Coordinator and any person responsible for project implementation in matters related to procurement and contract execution

- y) Ensure that all decisions related to procurement and contract execution comply with agreed rules (national and donor guidelines);
- z) Support the project in ensuring that all incoming and outgoing procurement-related correspondence is understood and drafted correctly;
- aa) Provide appropriate advice on contract implementation, particularly with regard to the resolution of any disputes that may arise;
- bb) Perform any task or assignment related to procurement given by the Project Management Unit;
- cc) Produce a quarterly status report on contracts and provide input on the procurement aspects in the Financial Monitoring Report;
- dd) Ensure that contract commitments are consistently recorded in the information system and communicated to the Administrative and Financial Department.
- ee) Ensure that tender documents, requests for proposals and tender evaluation reports receive the necessary approvals from the relevant members of the Administration before seeking the opinion of the relevant donor (if required);
- ff) Ensure that the results of tenders are published within the prescribed time limits after the contracts have been awarded, and that unsuccessful bidders receive the necessary information;
- gg) Provide supervision or, where appropriate, act as secretary to the subcommittees responsible for analysis, with the right to participate in discussions but not to vote, except for services relating to the award of contracts;
- hh) Monitor invoicing and payment with the Consulting Engineer, the Financial Management Specialist and the Accounting Manager;
- ii) Together with the Consulting Engineer, and in liaison with the Coordinator and all Technical Managers, monitor contracts on various aspects including invoicing, guarantees, claims, requests for changes in quantity and all other aspects relating to the management of work contracts.

Responsibility for skills transfer and capacity building

The Procurement Officer will also be responsible for transferring knowledge to one or more staff members from the Water Resources Management Department and the Water Resources Mobilisation Department, with whom he/she will work as part of a team.

In addition, he/she will define and implement a capacity building programme including training for the main public and private actors involved in the implementation of the Project activities in the sector concerned by his/her mission.

Incompatible tasks and prohibited actions



Any external work performed by the Procurement Officer must be authorised in advance and will not be subject to additional remuneration, provided that he or she has a full-time (100%) contract with the Programme Management Unit.

Moreover, he or she shall ensure that no member of the tender evaluation committee is a member of the procurement committee and vice versa, in accordance with the regulations in force.

d) Qualifications and experience

Education

Candidates for the position of Procurement Officer must hold at least a higher education degree (A'Level/Baccalauréat+5) in engineering, law, administration, business, finance, management, economics, or a related field.

General experience

Have at least ten (10) years of general experience in the procurement sector and experience in procurement in accordance with the rules and standards of international donors.

Specific experience

- Have at least five (5) years of experience working as a procurement specialist in the public or private sector or have held similar responsibilities in this field;
- Have proven experience in procurement for the implementation of donor-funded and nationally funded projects;
- Have a thorough understanding of the procurement procedures of multilateral and bilateral donors. Knowledge of World Bank procedures is an advantage;
- thorough knowledge of national procurement procedures;
- Good general experience with contracts;
- Experience with regulatory aspects of the sector would be an asset.

Other requirements

- Proficiency in commonly used software applications (Word, Excel, PowerPoint) and communication tools such as emails.
- Proficiency in project management tools (MS Project, Primavera) is an asset.
- Experience using the STEP platform, the World Bank's procurement tool.
- Completion of World Bank training courses on procurement and contract management.
- Have a certification in procurement according to the national system.
- Have a certification in procurement with donors.
- Be able to work effectively in a team and under pressure.
- Have excellent coordination and anticipation skills for managing multidisciplinary projects.
- Have strong analytical and problem-solving skills.
- Have excellent written and oral communication skills in French.
- Knowledge of English is an asset.

e) Evaluation criteria

No.	Evaluation Criteria	Points
1	Presentation of the file	5
2	Education	15
3	General experience	20
4	Specific experience	40
5	Understanding of the project and the duties of the position	10
6	Other requirements	10
Total		100

The Procurement Specialist must be available to start work immediately after signing the contract.

II.6- ENVIRONMENTAL, HEALTH, AND SAFETY OFFICER (EHS).

a) Hierarchy: under the authority of the Project Coordinator.

b) Work Location: The position of Environmental, Health and Safety Officer is based in Garoua, with travel to the PMU (Yaounde).

c) Mandate and responsibilities

Under the supervision of the Project Coordinator and Deputy Coordinator, the main mission of the Environmental, Health and Safety Officer is to monitor and evaluate the implementation of the environmental, occupational health and safety aspects. In this capacity, without being exhaustive, he/she is responsible for:

- ensuring the implementation of the measures of the Environmental and Social Commitment Plan;
- ensuring the annual screening of activities to be financed under the project on the basis of the exclusion criteria included in the PAD.
- facilitating the process of preparing an E&S management system (ESMS) including a chapter on: livelihood restoration, workforce management, gender-based violence, sexual exploitation and abuse, sexual harassment, etc.
- ensuring the implementation of the ESMS in collaboration with E&S specialists from other project implementation agencies.
- ensuring that all Calls for Expression of Interest, Calls for Tenders, tender documents, and contracts with contractors are prepared with environmental, occupational health and safety aspects taken into account.
- ensuring that all sub-projects are executed in accordance with the specifications of the Tender Documents and that the environmental, occupational health and safety requirements contained in the Environmental and Social Terms of Reference (ESTR) are complied with.
- supervising the preparation of environmental and social impact assessments and environmental and social management plans associated with the Project, with regard to environmental safeguards, in liaison with internal and external experts.
- reviewing, commenting on, and validating the environmental and social impact assessment reports prepared by consultants, as well as the associated environmental and social management plans, and suggest any modifications required with regard to environmental safeguards to ensure that the documentation complies with national and international standards, particularly those of the World Bank.
- determining capacity building and other technical assistance needs for the proper implementation of the recommendations of the environmental and social impact studies and the ESMPs, and establish a program for capacity building for key stakeholders.
- Assisting in the review and approval of contractors' ESMPs with regard to environmental, occupational health and safety aspects.
- participating in updating the Project's annual work plan, particularly the section relating to environmental monitoring.
- ensuring functional liaison within the Project with the relevant structures in his/her area of expertise.
- drafting the Project's environmental procedures.
- assessing and analysing occupational health, safety, and security risks.
- designing and updating a dashboard of OHS indicators (number of accidents, number of days worked without accidents, number of days worked with accidents, etc.).



- ensuring the archiving of all documentation produced in the context of the implementation of environmental, hygiene, and OHS measures; prepare a report summarizing and evaluating all activities carried out within the scope of their responsibilities.
- producing periodic reports, particularly quarterly and semi-annual reports, on the implementation of environmental safeguards for the project.
- carrying out specific tasks at the request of the Project Coordinator to ensure the smooth running of the project.

d) Required qualifications and experience

Candidates for the position of Environmental Risk Management, Health and Safety Specialist (ESHS) within the project must have the following qualifications, experience, and skills:

- Hold a master's degree or equivalent qualification in forestry, agroecconomics or rural economics, environment, quality, health and safety, with proven skills in environmental and social impact assessments.
- Have at least 10 years' experience in the monitoring of the implementation of environmental and social safeguard instruments, in particular the CGES.
- Have experience in implementing the World Bank's environmental and social safeguard operational policies and guidelines.
- Have completed the World Bank's online course on Environmental and Social Framework (ESF).
- Have proven experience in implementing at least two ESFs worth more than CFA F200 million in sub-Saharan Africa.
- Have experience in implementing World Bank policies or that of other development partners.
- Have participated in at least two infrastructure projects in the water or agriculture sector (project references, position held, and year) ;
- Have participated in at least two hazard studies or in the implementation of at least two Risk and Hazard Management Plans (project references, position held, and year). ;
- Have participated in the preparation or implementation of at least one labour management procedure or in the enforcement of labour laws in the context of a project or business management.
- Have national and international certificates in Health, Safety, and Hygiene, which would be an asset.
- Have national and international certificates in Health, Safety, and Hygiene, which would be an asset.
- Have a good knowledge of the national procedure for preparing environmental and social impact assessments and implementing ESMPs.
- Have a good knowledge of the labour law.
- Have knowledge of hazard assessment, risk assessment, and risk analysis in the workplace.

e) Other requirements

- Computer skills in common software (Word, Excel, PowerPoint, email, and other communication tools).
- Good communication and teamwork skills
- Strong analytical and problem-solving skills
- Ability to supervise technical assistance work, set, and manage priorities.
- Be able to work in a team;
- Ability to work effectively under pressure;
- Be able to travel;
- Be able to work closely with management while maintaining a certain degree of autonomy;
- Be organised, rigorous, and capable of producing high-quality results within set deadlines;



- Have good writing skills.

f) Evaluation criteria

No.	Evaluation Criteria	Points
1	Required educational background	10
2	World Bank Environmental and Social Framework Training	5
3	General experience	20
4	Specific experience	40
5	Experience with international donors	15
6	Knowledge of the Project's intervention areas	10
Total		100

The Project Environmental Risk, Health, and Safety Manager must start work within 30 days following the date of signature of the contract.

II.7 SOCIAL RISK MANAGEMENT SPECIALIST

a) Hierarchy: under the authority of the Project Coordinator.

b) Work Location: The Social Risk Management Officer position is based in Garoua, with travel to the PMU (Yaoundé).

c) Responsibilities of the Social Risk Management Specialist

Under the direct supervision of the Coordinator and Deputy Coordinator, the Social Risk Management Specialist for the Operation is responsible for all matters relating to social aspects. He/she is the technical liaison for social risk management for the Project with the World Bank and third parties.

The services to be provided by the Social Risk Management Specialist will consist more specifically of supervising activities, including studies, collaborating with the consulting engineer in the preparation and execution of all aspects of the Project relating to E&S risk management, and reporting on progress. He/she will ensure the integration and management of social aspects in the planning and execution of the operation's activities.

His/her specific tasks include, among others:

- ensuring the implementation of the measures in the environmental and social action plan resulting from the E&S systems assessment process for the SEWASH Project contained in the PAD;
- facilitating the process of developing E&S risk management instruments included in: the Environmental and Social Commitment Plan, the workforce management plan (WMP), the environmental and social management framework (ESMF), the resettlement policy framework (RPF), the Environmental and Social Impact Assessments (ESIAs) and the Environmental and Social Management Plans (ESMPs). Ensure the annual screening of projects to be financed under the program based on the exclusion criteria included in the PAD;
- facilitating the preparation of an Environmental and Social Management System (ESMS), including chapters respectively on: the management of economically displaced persons, livelihood restoration, labour management, gender-based violence, sexual exploitation and abuse, sexual harassment, etc.;
- ensuring the implementation of the ESMS in collaboration with the E&S specialists from other implementing agencies involved in the operation;
- facilitating the process of analysing the Poverty and Social Impact of tariff reforms (PSIA);
- facilitating the process of updating and implementing the Stakeholder Engagement Plan;
- ensuring that the achievement of DLIs is carried out in compliance with the commitments included in the Environmental and Social Management System (ESMS). ensuring that all Expressions of

Interest, Invitations to Tender, Tender File and contracts with contractors are properly prepared, incorporating environmental and social aspects, including Labour Management Procedures, the project worker complaint management mechanism and codes of conduct;

- ensuring that all sub-projects are executed according to the specifications of the Tender Files and that the social requirements contained in the Environmental and Social Clauses (CCES) are met;
- supervising environmental and social impact assessments and environmental and social management plans associated with the Project, with regard to environmental safeguards, in liaison with internal and external experts;
- analysing the realism of PTBAs in relation to E&S prerequisites;
- conducting E&S screening of planned sub-projects and ensuring that E&S prerequisites are taken into account in the planning and budgeting of activities.
- reviewing and commenting on the reports of studies planned in the ESMP, suggesting any necessary modifications to ensure that these instruments comply with the environmental and social framework, including specific provisions for the programme included in the PAD;
- assisting Project components for which an Environmental and Social Impact Assessment, Resettlement Action Plan and/or Indigenous Peoples Plan is required, if necessary;
- ensuring that the advice, studies, including the feasibility of environmental and social studies and assessments, capacity building, and training to be supported under the Project are carried out in accordance with terms of reference acceptable to the Association and in compliance with the World Bank's ESAs;
- ensuring that the results of these activities comply with the approved Terms of Reference;
- proposing and providing training and capacity building for programme implementing agencies on E&S aspects, including occupational health and safety, complaint management, E&S audits, etc.
- providing advice on the estimated costs and implementation schedule for environmental mitigation measures for the various implementation instruments, including EMPs and RAPs;
- supporting the implementation of the programme's Stakeholder Engagement Plan, including the Complaints Management Mechanism, which was prepared, disclosed, consulted on and adopted on 5 June 2023. This includes the communication strategy and monitoring of communication activities (engagement with key administrations involved in the implementation of the Project, civil society, local authorities and other stakeholders as described in the PMPP);
- ensuring the establishment of an up-to-date database on complaint management.
- assisting in the review and approval of contractors' EMPs with regard to environmental safeguards.
- preparing periodic reports on the progress of implementation of the environmental and social management plan and other safeguards, and monitoring the implementation of recommendations made;
- participating in the updating the Project's annual work plan, particularly the section relating to environmental monitoring;
- ensuring functional liaison within the Project with the relevant structures in his/her area of expertise.
- ensuring functional liaison in terms of cooperation with the relevant national administrations and other Project stakeholders;
- ensuring that the various sectors involved are aware of safety, health, environmental and hygiene standards and rules;
- drafting the project's environmental procedures;
- carrying out specific tasks at the request of the Project Coordinator to ensure the smooth running of the project.



d) Qualifications and experience

Education

Hold a higher university degree (Master's level or higher) in environmental or social sciences (biophysical environment, human health and safety, risks associated with facilities classified for environmental protection, sociology, anthropology, or any other equivalent field).

Experience

- Have at least ten (10) years of proven experience in conducting environmental and/or social assessment and management studies;
- Have carried out or held a key position in the implementation of at least five (5) environmental assessment and/or management studies (strategic environmental and social assessment; environmental and social management framework; environmental and social impact assessment; environmental audits; risk analysis; etc.) for development projects financed by international donors (ideally including the World Bank);
- Have experience in stakeholder engagement, prevention of gender-based violence, sexual exploitation and abuse and sexual harassment, and complaint management;
- Have participated in the preparation and/or implementation of at least two Resettlement Action Plans as part of a project financed by international donors (ideally including the World Bank);
- Have implemented or held a key position in the implementation of at least one (01) environmental and social management plan and a Resettlement Action Plan as part of a development project funded by international donors (ideally including the World Bank);
- Have completed the World Bank's online course on the Environmental and Social Framework (ESF).

Other requirements

- Be familiar with national legal texts and the Environmental and Social frameworks of international donors (such as AfDB, World Bank, IDB, etc.) applicable to environmental and social risk management;
- Ability to write technical reports that can be used by donors and development partners;
- Possess strong analytical and problem-solving skills;
- Ability to supervise technical assistance work, set, and manage priorities.
- Have the ability to work effectively as part of a team;
- Ability to work effectively under pressure;
- Be able to travel;
- Have good command of IT tools, in particular commonly used software applications and, where possible, geographic information systems (GIS);
- Have strong written and oral communication skills in both French and English;
- Be able to work closely with management while maintaining a certain degree of autonomy;
- Be organised, rigorous, and capable of producing high-quality results within set deadlines;
- Have good writing skills.

e) Evaluation criteria

No.	Evaluation Criteria	Points
1	Required educational background	10
2	General experience	20
3	Specific experience	40
4	Experience with projects financed by International Donors	20
5	Knowledge of the Project's intervention areas	10
Total		100



The Social Risk Management Specialist must be available to start work within 30 days from the date of signature of the contract.

II.8 – THREE (3) WATER AND/OR SANITATION SPECIALISTS

a) Hierarchy: under the authority of the Project Coordinator.

b) Work location: the three positions of Water and/or Sanitation Specialists are based in Garoua, with frequent travel to the project work sites (one specialist per region).

c) Responsibilities of the Water and/or Sanitation Specialists:

Under the direct supervision of the Project Coordinator and Deputy Project Coordinator, the Water and/or Sanitation Specialists will be primarily responsible for monitoring and supervising the implementation of works in the three northern regions (one specialist per region). They will work closely with other experts from the Garoua Technical Unit and focal points from other structures benefiting from the Project's activities.

Each Specialist is an expert in all matters relating to drinking water supply and sanitation works in the region they are monitoring. In this capacity, they supervise and coordinate the construction of drinking water supply and sanitation works with the assistance of the Project Manager within the framework of the project. In other words, each specialist will provide the following services for the region for which they are responsible:

- participate in the consolidation of the Tender Files for the construction of the project's drinking water supply and sanitation facilities;
- participate in the validation of the detailed design studies for the project's drinking water supply and sanitation works carried out by the contracting companies;
- generally supervise the execution of works in the field;
- supervise the Technical Design Office in monitoring the execution of drinking water supply and sanitation works;
- give prior validation to all technical recommendations made by the Technical Design Office regarding the implementation of water supply and sanitation works, after approval from their hierarchy;
- be responsible to their hierarchy for the quality of the constructed infrastructure and report accordingly;
- perform any other tasks assigned by the Project Coordinator or Deputy Project Coordinator;
- participate in the preparation of the activity programme for their respective region;
- organise supervision missions for works in their region;
- prepare, in collaboration with other specialists (RAF, SPM) and focal points, site meetings with the project manager and contractors;
- participate in the collection, entry and analysis of quantitative and qualitative information on project activities, while ensuring data quality;
- provide input for the preparation of periodic activity reports (quarterly, semi-annual, and annual) and ensure that these reports are produced with the required quality and within the set deadlines.

d) Qualifications and experience

Education

Hold a degree in water and/or sanitation engineering, rural engineering or equivalent disciplines.



Experience

- Have at least ten (10) years' experience in the design, supervision and implementation of hydraulic works.
- Have experience/knowledge in the design and implementation of drinking water supply works involving boreholes and solar pumping systems, and in basic sanitation systems, particularly latrines.
- Have a good understanding of the drinking water supply context in the sub-region and the challenges to be addressed;
- Be able to work under pressure with the constraint of producing quality results;
- Have a good command of office software and dedicated professional software (Epanet, ODUK, etc.);
- Have a good command of technical English;
- Have proven experience in the implementation of donor projects (World Bank, AfDB, AFD, etc.);
- Good understanding of the project cycle (formulation, supervision, self-evaluation by beneficiaries, mid-term and final evaluation);
- Have a good command of the performance criteria, rules and procedures of the World Bank, the African Development Bank and the Islamic Development Bank in terms of monitoring and evaluation would be particularly appreciated.

Other requirements

- Ability to write technical reports that can be used by donors and development partners;
- Ability to work effectively under pressure;
- Good knowledge of commonly used software applications such as Word, Excel, PowerPoint, Access, etc., Geographic Information Systems and monitoring and evaluation software;
- Possess organisational, analytical, summarising and report writing skills;
- Display a sense of initiative and ability to anticipate;
- Be capable of working as part of a team;
- Display a sense of initiative and ability to anticipate;
- Be able to provide objective criticism;
- Be available for frequent field trips to the project implementation areas.

e) Evaluation criteria

No.	Evaluation Criteria	Points
1	Required educational background	15
2	Project Management Training	10
3	General experience	15
4	Specific experience	40
5	Work experience on projects funded by international donors	10
6	Knowledge of the Project's intervention areas	10
Total		100

Water and/or sanitation specialists must be available to start work within 30 days from the date of signature of the contract.

III- APPLICATION FILE.

The Minister of Water and Energy invites interested, eligible and qualified candidates (M/F) to submit their application file, in English or French, to provide the services described above, in five (05) copies, including one (01) original and four (04) duplicates. The application file must include the following items:

- ✓ a letter of interest addressed to the Minister of Water and Energy;



- ✓ a curriculum vitae dated and signed by the candidate, indicating their academic and professional qualifications and highlighting their technical abilities in the field applied for, accompanied by all supporting documents relating to their experience in the field of expertise concerned, as well as the names and contact details of at least two (02) references;
- ✓ a certificate of entry into service for public administration staff;
- ✓ copies of diplomas, certificates or attestations in the field(s) applied for;
- ✓ a copy of the National Identity Card;
- ✓ the Taxpayer Card or Unique Identification Number.

The minimum technical score required to participate in the interview is 75 out of 100. Only selected candidates will be contacted for an interview. The dates and times of these interviews will be set and communicated to candidates by the Selection Committee jury.

The Ministry of Water and Energy reserves the right to verify the accuracy of the information provided and the authenticity of the documents submitted. Any false statements will result in the candidate's disqualification.

IV- SUBMISSION OF EXPRESSIONS OF INTEREST

Expressions of interest must be submitted in hard copy, in a sealed envelope, to the Ministry of Water and Energy, P.O Box: 70 Yaounde, to the Mail Service, Ministerial Building No. 1, Room 02T13 during working hours, or sent by email (in a single attachment) to the following address: madvondou@yahoo.fr with a copy to mbala.marcelin@yahoo.fr no later than 08 DEC 2025 at 2 p.m. local time and labelled as follows:

**CALL FOR EXPRESSIONS OF INTEREST No. _____/AMI/MINEE/SG/DGRE/2025 OF
_____ FOR THE RECRUITMENT OF KEY PERSONNEL FOR THE WATER
SECURITY PROJECT MANAGEMENT UNIT IN CAMEROON (SEWASH PROJECT).
(To be opened only during the bid opening session)**

V- EVALUATION PROCEDURES

Recruitment for the positions in this call for applications will take place after the World Bank has given its approval, in accordance with the procedures agreed between the State of Cameroon and this institution. Interested candidates may request or consult the Terms of Reference for the positions during working hours at the above addresses.

VI- EMPLOYMENT CONDITIONS

All candidates will be offered a fixed-term contract in accordance with Decree 2021/7341/PM of 13 October 2021 establishing the rules governing the creation, organisation and operation of development programmes and projects, as well as Order No. 110/ CAB/PM of 6 October 2023 establishing the categorisation, terms of remuneration and granting of benefits to staff of development programme and project management units.

Yaounde on: 13 NOV 2025

**THE MINISTER OF WATER AND ENERGY
(PROJECT OWNER)**

Copies:

- ARMP (for publication and archiving)
- SOPECAM (for publication)
- World Bank (for publication on website)
- Notice board;
- Archives.



Eloundou Essomba Gaston