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ECONOMIC COMMISSION FOR AFRICA
African Institute for Higher
Technical Training and Research
Extraordinary Meeting of the
Governing Council
Addis Ababa, 15-16 June 1981

SHORT-TERM SECONDMENT OF INITIAL STAFF

M81-1447

The full-time staff needs for the commencing programmes of training and for the supporting management activities are shown in the attached table below, including the nationalities of some of the personnel who have already been short listed by the Selection Committee, applying pre-defined selection criteria (see attachment I) to the many applications received. Only full-time staff are shown in the table; they will be supplemented by part-time staff drawn from both the industrial and academic fields as the need arises. Of the early programmes covered by these staff the first courses have been announced in the fields of: the application of educational technology in the training of technical trainers; special foundry and metallurgical processes instrumentation and metrology.

There is the need, while the Institute's funds are attaining a stable operational level for the senior staff shown in the table and a few more yet to be selected ^{1/}, to be seconded to the Institute by States that are paid-up members of the Institute, for an estimated maximum period of six months with the understanding that should the requisite level of funds be attained earlier than anticipated the actual period of secondment may be shortened accordingly. It is proposed that for the period of secondment staff would continue to receive from national sources, part at least, of their salaries as an interest-free loan to the Institute, and the amount involved would be offset against the member State's contribution to the Institute for the following year. By this arrangement the Institute can commence its teaching activities earlier than if it awaited the full availability of its budgetted funds; at the same time it can utilize the initial budgetary contributions for the con-committant administrative needs such as the engagement of part-time staff and of support staff which are best done outside the secondment arrangement. The secondment arrangement also minimises problems of the full take-over by the Institute or the return to national bases as the case may be, of seconded staff at the end of each secondment.

A few problems are to be anticipated in meeting these proposals. One is that in most cases salary levels at the Institute will be above the national levels for the individuals selected. To solve this we propose a "topping-up" payment from Institute funds of whatever the difference may be between the individual's net remunerations on the national and on the Institute's scales; this underlines the need for member States whether or not they sponsor seconded staff, to pay their contributions before these staff arrive. Another problem is that remittances in foreign exchange of parts of their nationally paid salaries will be needed by the seconded staff; it will be up to the national exchequer to determine, in the light of its own regulations and the staff's needs, what fraction of the local salary is so transmissible. A third problem

^{1/} Forms of advertisements to be published appear in attachment II.

is that the few initial secondments required and hence the sacrifice of sparing them and paying their national salaries in the first place, cannot be evenly distributed among all member States. This problem is largely resolved by the 'deferred loan' nature of the assistance requested here; the level of assistance is reduced in effect to the discounting of interest payments on a very short-term loan.

Council is requested to consider and approve the above staff-secondment proposal.

Annexes:

- I. Nationalities of short-listed candidates for recruitment
- II. Vacancy announcement.

Annex I
 NATIONALITIES OF SHORT LISTED CANDIDATES
 (subject to interviews)

Post	Recommended	other qualifying candidates in recommended order (* indicates need for readvertisement)	Remarks
<u>Administration:</u>			
1. Deputy Director-General	*	Tanzania Ghana	Readvertisement for a francophone necessary
2. Chief Administrative Officer	Kenya	Ethiopia	
3. Senior Administrative Officer	Senegal	Uganda	
4. Chief Finance Officer	Tanzania	Ghana	
<u>Teaching:</u>			
<u>I. Technical Teaching Centre:</u>			
(a) Chief Officer	(a) Nigeria		
(b) Principal Officer or Lower	(b) Kenya	*	
<u>II. Electromechanical Engineering Centre</u>			
(a) Chief Officer	(a) Ghana	Egypt	
(b) Principal Officer or Lower	(b) Egypt	Egypt	
<u>III. Electronics and Communications Centre</u>			
(a) Chief Officer	(a) Sudan	Egypt	
(b) Principal Officer or Lower	(b) India	Egypt	
<u>For Services Courses</u>		(a) (i) * (ii) *	
<u>Four Principal Officers in</u>		(b) (i) (ii) * Tanzania	
(a) Engineering Mathematics	none yet by selection committee	(c) (i) Egypt (ii) Nigeria	(e) to cover also History of Technology Courses
(b) Physics		(d) (i) Ghana (ii) *	
(c) Chemistry		(e) (i) Senegal (ii) Uganda	
(d) Industrial Engineering			
(e) Social Sciences			

N.B. Names of candidates will be available to council members on request or at the meeting of the council.

Annex II
VACANCY ANNOUNCEMENT

I. Deputy Director-General: Grade L.7 US\$26,000 - 500 - 30,500

Duties: Assist the Director-General in the implementation of the programme of the Institute and in the public relations thereto, in particular as regards the francophone public. Share in the day to day management of the Institute, in the preparation of papers and reports and in appropriate training programmes and project, as the Director General may require.

Qualifications:

Higher degrees in engineering or technical education and/or the social sciences; about 15 years appropriate professional experience including educational institution building. Perferably franconhone, or better current in at least two of the languages Arabic, English and French.

Deadline

II. Principal Officers: Scale L4 - US\$18,000 - 360 - 21,240

Fields

- A. Technical teaching/educator/instructor development
- B. Industrial Engineering
- C. Basic Sciences: Engineering, Mathematics, Physics, Chemistry, Social Sciences.

Duties: Operating lecturing, training and up-grading programmes (including practical projects) for the production of:

Field A - technical teachers and instructors in two or more of the following fields:

educational foundations and methodology, educational technology and distance education, institutional and curriculum development, history of technology (including the technological history and cultures of Africa)

Field B - high-level technical skills in Design and development engineering, production engineering and manufacturing, technology transfer and adaptation, engineering management and entrepreneurship.

Field C: - Servicing same programmes as in field B and similar programmes in all other centres

All Fields: Participation in the duties of all centres as the Director of the individual's centre may require.

Qualifications: Higher degree/s in the appropriate field, with the required specialisation/s. 12 or more years experience since graduation, including a minimum of 3 years of high level responsibility on a technical skill, or technical institution, development project. Bilingualism would be a distinct advantage.

Training programmes lay emphasis on innovative, problem-solving approaches to the improvement of technical competence; and originality will accordingly be particularly looked for in candidates.

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