

55430

Distr.:  
Limited

ECA/INR/EXB.2/WP/2/Rev.1  
ECA/INR/COUNCIL.2/WP/2/Rev.1  
17 July 1980

Original: ENGLISH

ECONOMIC COMMISSION FOR AFRICA

Meetings of the Executive Board and of  
the Council of the African Regional  
Centre for Engineering Design and  
Manufacturing

Addis Ababa, Ethiopia, 6, 7 and 8 August 1980

REPORT AND RECOMMENDATIONS OF THE RECRUITMENT OF  
SENIOR STAFF FOR THE AFRICAN REGIONAL CENTRE FOR  
ENGINEERING DESIGN AND MANUFACTURING

Table of Contents

	<u>Page</u>
I. Report and recommendations of the Selection Panel .....	1
Executive Director .....	1
Director of Design .....	1
Director of Manufacturing .....	1
Director, Engineering Development and Testing .....	1
Technical Advisers posts .....	1
II. Report and recommendations of the Interview Panel .....	2
Post of the Executive Director .....	2
Post of the Director of Design .....	2
Post of the Director of Manufacturing .....	2
Post of the Director of Engineering Development and Testing .....	3
Conclusions .....	3
Annex I : Functions of the Council of the Centre	
Annex II: Functions of the Executive Board of the Centre	

I. Report and recommendations of the Selection Panel

1. The meeting of the Selection Panel to prepare shortlists of applicants for interview took place at Africa Hall, Addis Ababa, Ethiopia, on 16 and 17 March 1980.

2. The following Panel members took part in the meeting:

Mr. A. Adedeji	-	Chairman
Mr. A. Gazarin	-	Egypt
Mr. J.M. Miguda Alile	-	Kenya
Mr. O. Olowu	-	Nigeria
Zaire, the fourth member of the Selection Panel was absent		
Mr. A. Banjo	-	Consultant

3. After consideration of the total number of applicants presented before the Panel, the following shortlists were recommended for interview:

Executive Director

4. Mr. S. Kundu was the only applicant eligible for this post. After consideration of his CV, the Panel found him eminently suitable for the job.

Director of Design

5. The following three candidates were shortlisted for the post:

Mr. T.S.K. Patham  
Mr. R. Xalxo  
Mr. Abou-El-Ala Mohamed

Director of Manufacturing

6. Only one applicant, Mr. S. Dubey, was presented to the Panel for this post. Although Mr. Dubey is eligible, the Panel recommends that this post be readvertised on the grounds that:

- (a) enough applicants have not been obtained for consideration,
- (b) members of the Panel felt, from their personal experience, that suitable candidates for this post can be found within the African countries.

Director, Engineering Development and Testing

7. After considering a number of applications for this post, only one applicant, Mr. B.V. Prabhu was found eligible for interview. The Panel also found from his working experience that Mr. Prabhu appeared suitable for this post. The area of machine development is relatively new within the African region and it is unlikely that one can find other candidates within the region at this level of expertise.

Technical Advisers' posts

8. The Panel found that the applicants available for consideration of the posts of the Technical Advisers are insufficient for a realistic selection of candidates. The

Panel understands that the posts of Technical Advisers have not been advertised. Therefore, the Panel recommends that all the posts of the Technical Advisers be advertised on an international basis as widely as possible.

9. The Panel recommended that the candidates shortlisted for the posts of Executive Director, Director, Design Department, and Director, Engineering Development and Testing Department be invited for interview as soon as possible.

## II. Reports and recommendations of the Interview Panel

10. The meeting was convened on 3 May 1980 at Ibadan, Nigeria to interview shortlisted candidates.

11. The following Panel members took part in the meeting:

Mr. Adebayo Adedeji	-	Chairman
Mr. A. Gazarin	-	Egypt
Mr. Obaro	-	Nigeria

12. The following ECA staff also attended the interview meeting:

Mr. G. Kimani	-	Chief, Joint ECA/UNIDO Industry Division
Mr. Addo Iro	-	Project Officer
Mr. A. Banjo	-	Consultant

### Post of the Executive Director

13. Mr. S. Kundu was the only shortlisted candidate. After interview, the Panel found him deeply and comprehensively conversant with all the requirements of the post. The Panel therefore recommended him for immediate appointment to the post of the Executive Director.

### Post of the Director of Design

14. Out of the three shortlisted candidates who appeared for interview (Mr. T.S.K. Patham, Mr. R. Xalxo and Mr. Abouel-Ala Mohammed), none of these candidates was found appointable for this post. As a result, the Panel decided that the post should be readvertised.

### Post of the Director of Manufacturing

15. No candidate has been shortlisted by the Intergovernmental Selection Panel. However, in the course of the interview by the Panel, it was found that Mr. Abouel Ala Mohammed who had applied for the post of Director of Design was appointable to the post of Director of Manufacturing.

16. Although the intergovernmental Selection Panel decided at its meeting in March 1980 to readvertise the post of Director of Manufacturing, Mr. Abouel Ala Mohammed remained appointable pending the results of the readvertisement of the post. However, if no new candidate were found more qualified, Mr. Abouel Ala Mohammed will be recommended appointed as Director of Manufacturing without further interview.

Post of the Director of Engineering Development and Testing

17. Mr. B.V. Prabhu was the only shortlisted candidate for this post. The Interview Panel found him appointable but not outstanding in certain areas. It was therefore decided to readvertise the post.

18. However, if no new candidate was found more qualified, the Panel agreed that Mr. Prabhu will be appointed as Director of Engineering Development and Testing without further interview.

Conclusions

19. To keep high the momentum in the implementation of the African Regional Centre for Engineering Design and Manufacturing, the Panel recommended that the above recommendations be submitted to the Executive Board without delay for necessary action.

Functions of the Executive Board of the Centre

The Executive Board shall:

- N.B. "... (a) propose for consideration of the Council the long-term programme of work of the Centre;
- (b) subject to such directions of a general nature as the Council may give, approve the annual work programme and the corresponding budget of the Centre submitted to it by the Executive Director of the Centre;
  - (c) mobilize and co-ordinate assistance from co-operating Governments, States and institutions referred to in Article XIII of the Constitution;
  - (d) submit through its Chairman to each ordinary session of the Council a periodic report on the activities of the Centre including financial statements;
  - (e) propose for the consideration of the Council, the annual and special contributions to be paid by the member States;
  - (f) determine from time to time, the offices of Heads of Department of the Centre and appoint persons to such offices;
  - (g) propose for the approval of the Council, the staff, financial and other regulations governing the activities of the Centre;
  - (h) recommend to the Council the person to be appointed Executive Director of the Centre;
  - (i) establish such special or technical committees as it may deem necessary or desirable and prescribe for such committees rules for the conduct of their business;
  - (j) perform such other functions as the Council may from time to time determine; and
  - (k) exercise such other powers and perform such other functions as are conferred or imposed upon it under the Constitution.

The Executive Board may delegate any of the powers and functions conferred or imposed on it by this Article to a committee of the Executive Board, or to the Executive Director of the Centre."

Functions of the Council of the Centre

"..... It shall be the responsibility of the Council to formulate the policy and general guidelines for the achievement of the objectives of the Centre, in particular, it shall be the responsibility of the Council to:

- (a) approve the general policies and principles governing the activities of the Centre;
- (b) approve the long-term programme of work of the Centre and the estimated cost of implementing it;
- (c) determine the annual and special contributions to be paid by the member States and matters related thereto;
- (d) elect the members of the Executive Board, having regard to the equitable geographical and linguistic distribution;
- (e) appoint, on the recommendation of the Executive Board, the Executive Director of the Centre and prescribe his terms and conditions of service:

Provided that in making any appointment under this sub-paragraph the Council shall appoint a competent person with considerable experience and the requisite qualifications in the field of engineering design and manufacturing and in management;

- (f) examine proposals submitted to it by the Executive Board relating to the achievement of the objectives of the Centre and take decisions thereon, or when necessary to make its own proposals for the achievement of any of such objectives by the Centre or the member States;
- (g) select the headquarters of the Centre;
- (h) approve the periodical reports on the activities of the Centre;
- (i) create its own special or technical committees as it may deem necessary or desirable;
- (j) prescribe and/or approve the staff, financial and other regulations of the Centre in accordance with this Constitution; and
- (k) undertake such other functions as may be necessary or desirable for the achievement of the objectives of the Centre."