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ECONOMIC COMMISSION FOR AFRICA
African Institute for Higher Technical
Training and Research
Addis Ababa, 11-12 October 1979

REPORT OF THE SELECTION COMMITTEE SET UP BY THE
GOVERNING COUNCIL OF THE INSTITUTE

In accordance with the directives of the first session of the Governing Council of the Institute, a Selection Committee comprising Algeria, Upper Volta, Uganda, Swaziland and Zaire, was mandated to review candidatures for the post of Director-General and members of the Academic Board of the Institute and to submit its recommendations to the Council.

The meeting of the Committee that was scheduled for 27 to 28 September 1979 was not successful as only the representatives of Uganda and Upper Volta attended. However, it did some work in elaborating rating parameters for the review of candidatures and decided to defer formal business consideration till a more representative meeting could be held.

A re-convened meeting was held in Addis Ababa from 11 to 12 October 1979. It was chaired by a representative of the Secretariat. On that occasion formal business of the Committee was executed and the following members participated:

Mr. Chakouri Abderrezak (Algeria)
Mr. Ngwaba Muyolo (Zaire)
Mr. Mordecai A.S. Khumalo (Swaziland)

I. Members of the Academic Board

The Committee took note of the functions of the Academic Board as outlined in the Constitution. It had proposed to it 19 African experienced scholars and trainers. 5 of whom were recommended by their Governments while most of the others had indicated willingness to serve. It noted the need for geographical balance and to ensure the inclusion of disciplines other than engineering and technical education.

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As regards other selection criteria the Committee agreed that what was important in members' candidatures were: past achievements in institution building; present position in the academic or educational field; relevance of professional background; willingness to serve; and adjudged ability to contribute positively in helping the Institute to develop programmes that are relevant to African needs and the goals of the Institute.

The Committee also considered the curriculum vitae of some of the candidates and had oral presentation from the Secretariat on the other candidates. After reviewing all the cases, it agreed on the following principal and reserved candidates and recommended the principal candidates for membership of the Board:

A. Principal Candidates

<u>Subregion</u>	<u>Name</u>	<u>Country</u>
East	1. Mr. Philip H. Githinji	Kenya
	2. Dr. John Mwabula	Zambia
West	3. Prof. Abderhamane Baba Toure	Mali
	4. Dr. H.J. Garber	Sierra Leone
North	5. Prof. Mahdi Elmandira	Morocco
	6. Dr. Benini Abdelwahab	Algeria
Central	7. Mr. Ngwaba Muyolo	Zaire
	8. Mr. Ngandjui Cyprien	Cameroon

B. Reserved List

East	9. Dr. Abdinaser Aballa	Ethiopia
West	10. Prof. Abdou Moumouni	Niger
North	11. Dr. Anabi Mohamed	Tunisia
Central	12. Prof. Cheikh A. Diop (Senegal) (in the absence of another suitable candidate from the Central Africa Subregion).	

The Committee recommended that BCA should inform all member States of the candidates recommended for membership of the Academic Board and seek their endorsement of the recommendation with a view to enabling the Academic Board to meet early as an interim body pending the approval of the membership by the Governing Council.

II. (a) Director-General

While the main preoccupation of the Committee was to select suitable candidates for the post of Director-General, it also noted the advantage of considering candidatures for the post of Deputy Director-General in the event that suitable candidates were found among the applicants. It took note of the duties and responsibilities of the Director-General as spelt out in the Constitution and the type of capability and leadership required of the post. Accordingly, the Committee agreed to give particular attention and weighting to the following attributes and qualifications of the man for the job, who in the first instance must be an African:

- (i) Broad-based engineering education (4)
 - (ii) Experience in training engineers and technicians (4)
 - (iii) Institution building and management experience (4)
 - (iv) Practical experience in industries or other sectors (2)
 - (v) Other leadership experience (2)
 - (vi) Language competence - English, French or Arabic (2)
 - (vii) Age (2)
- Total: 20 points.

The question of language balance as regards the posts of Director-General and the Deputy Director-General was considered and it was felt that where the Director-General was an Anglophone the Deputy Director-General should be a Francophone and vice versa, even though it was not so stipulated in the Constitution. This was more in line with conventional practice. As regards Heads of Department, language balance did not come into consideration since technical departments gave high priority to technical competence and have less to do with political and diplomatic relations.

The Committee had before it 13 candidates, of which 2 were not Africans. It reviewed the summary curriculum vitae of all candidates and the full applications of those with greater prospects of being short-listed. More detailed questions were asked on some of the candidates and note was taken of the fact that a further assessment of the quality of short-listed candidates could be derived from face to face interview. The Committee also noted with regret that despite the extension of application deadline and the repeated appeal of the Secretariat for more Francophone candidates, only one applicant was in the list before it. It decided to eliminate all non-African applicants for the posts of Heads of Department. It took note of the evaluation and remarks of the Secretariat in each case in deciding to eliminate those considered not qualified for the post of Director-General.

After the comprehensive review, the Committee recommended the following candidates for the post of Director-General:

<u>Order of Preference</u>	<u>Name</u>	<u>Country</u>
1st Choice	Prof. Mark O. Chijioke	Nigeria
2nd Choice	Prof. E.A. Haddad	Sudan

Before making final decision on the candidate for the job and to further assist the Council in reaching that decision ECA should arrange to have the above candidates thoroughly interviewed and submit the outcome of that interview along with the above recommendation to the Council for decision.

(b) Deputy Director-General

No suitable candidates of a desired language group were available for consideration for the post of Deputy Director-General. However, the Committee took note of the solid background of Prof. Y. Tonguyeni of Upper Volta and agreed that he would have been an ideal candidate for the post of Deputy Director-General had he applied for the post rather than, or in addition to his nomination for membership of the Academic Board. The Committee recommended that ECA should approach Prof. Tonguyeni to ascertain whether he would be interested in serving the Institute as Deputy Director-General, and his Government, to find out whether, in the event that Prof. Tonguyeni's response is positive, he would be granted an official release.

III. Heads of Department

In considering candidatures for Heads of Department, the Committee noted the importance of having candidatures with professional training and experience in fields directly pertinent to the basic work of a given department. The person responsible for a department must be outstandingly qualified as a technical man, as a leader and as programme manager. Accordingly, the Committee agreed to use the same rating parameters as for the Director-General with the following modifications: (i) addition of research contribution (2); and (ii) institution building and management experience (2).

Of the 16 candidatures before the Committee 7 were not Africans and were therefore excluded from consideration; 7 were in electrical and electronics engineering and 5 in mechanical engineering. Most of the candidates were more appropriate for senior teaching posts. For several departments there were no African candidates and it was necessary to re-advertise for suitable candidates. The Committee therefore recommended that ECA should undertake more intensive search for suitable candidates for Heads of Department.

For the Departments for which qualified candidates were available the Committee recommended that the applications of the following be accepted for posts of Heads of Department as appropriate to their disciplines and specializations:

<u>Department</u>	<u>Name</u>	<u>Country</u>	<u>Specialization</u>
Mechanical & Production Engineering :	1st choice Mr. Peter O. Okaka	Kenya	Mechanical Eng.
	2nd choice Dr. Richard O. Fagbenle	Nigeria	Mechanical Eng.

As only one candidate was found qualified for consideration for the post of Head of the Electrical and Electronics Engineering Department, the Committee recommended that a search should be made for more candidates.

For the candidates recommended for Heads of Department, ECA should arrange to interview them and support the recommendation of the Committee with the outcome of the interview in submitting recommendations to the Governing Council.

IV. Adoption of Report

The Committee finally considered its draft report, adopted it and the meeting was brought to a close.

Candidatures for Post of Director-General

<u>I. Recommended Candidates</u>	<u>Country</u>
1st choice Prof. Mark O. Chijioko	Nigeria
2nd choice Prof. E.A. Haddad	Sudan
<u>II. Other Candidates</u>	
1. Dr. F.C. Kwami	Ghana (not available)
2. Dr. H.S.E. Saleh	Egypt
3. Mr. M.B. Tayel	Egypt
4. Dr. H.K. DeBeer	Zambia
5. Dr. H.R.S. Abdelraouf	Egypt
6. Dr. H.A. El-Din Radwan	Egypt
7. Dr. A.R.A. Halim	Egypt
8. Mr. N. Balyamujura	Uganda
9. Mr. H.F. Hassan	Egypt
10. Mr. Philip O. Okundi	Kenya
11. Dr. Jan J. Galler-Filipecki	Poland
12. Mr. G.A. Joseph	Canada/Trinidad
13. Dr. Ismaila Diop	Senegal
14. Dr. O.B. Olusola	Nigeria
15. Dr. S.H.A. Ibrahim	Sudan
16. Mr. Saad Luka Mikhail	Egypt

Candidatures for Posts of Heads of Department

<u>I.</u>	<u>Recommended Candidates</u>	<u>Country</u>	<u>Department</u>
	1st choice Mr. Peter O. Okaka	Kenya	(Mechanical &
	2nd choice Dr. Richard O. Fagbenle	Nigeria	(Production Eng.
<u>II.</u>	<u>Other Candidates</u>		
	1. Mr. P. Shanmugan	India	
	2. Mr. A.H. Awad	Egypt	
	3. Mr. J.L. Suri	India	
	4. Mr. Yousif A. Abdalla	Sudan	
	5. Mr. K.C. Pandya	India	
	6. Mr. N. Walkade	India	
	7. Mr. I.K. Puri	India	
	8. Mr. D. Keemeduma	Ceylon	
	9. Mr. H.R.H. El-Koussy	Egypt	
	10. Mr. S.S. Sanghara	British (India)	
	11. Mr. M. El-Cherbiny	Egypt	
	12. Mr. Martin K. De Beer	Zambia	
	13. Mr. Philip O. Okundi	Kenya	
	14. Mr. Ismaila Diop	Senegal	

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