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EU كافي (Kafi) - EU Support to Improve Cereal Crops Production
in Egypt - NDICI-GEO-NEAR/2023/442-279



**PROFESSIONAL VACANCY ANNOUNCEMENT FOR THE RECRUITMENT OF FIXED-TERM
CONTRACT PERSONNEL**

AICS CAIRO OFFICE

Vacancy ref.	AICS CAIRO_02/EG/2025
Position	Manager
Profile	Programme Manager (Capo programma)
Level	Medium
Programme	“EU كافي (Kafi) - EU Support to Improve Cereal Crops Production in Egypt - NDICI-GEO-NEAR/2023/442-279
Contribution Agreement No.	NDICI-GEO-NEAR/2023/442-279

HAVING REGARD TO the Italian law on international cooperation (Law No. 125/2014 of 11 August 2014).

HAVING REGARD TO the “Statute of the Italian Agency for Development Cooperation”, approved by the Decree of the Ministry of Foreign Affairs and International Cooperation n. 113 of 22 July 2015, in particular art. 11, let. c) and following.

HAVING REGARD TO the “Organizational Regulation of the Italian Agency for Development Cooperation” approved by the Decree of the Italian Ministry of Foreign Affairs and International Cooperation n. 2438 of 15 December 2015, in particular art. 5, clause 4.

HAVING REGARD TO the Resolution n. 101 of the Italian Cooperation Joint Committee in its meeting of 19 November 2019 and in particular its annex “Criteria and modalities for the selection of non-Public Administration personnel to be hired with a fixed-term private law contract governed by local law referred to in article 11, clause 1, letter c) of the AICS Statute”.

HAVING REGARD TO the Decision n. 454 of 21 December 2022 of the Director of the Italian Agency for Development Cooperation (hereinafter “AICS”) concerning the “Adoption of the contract regulations for the fixed-term local private law jobs stipulated by the field offices of the Italian Agency for Development Cooperation pursuant to art. 11, clause 1, let. c) of the Decree of the Ministry of Foreign Affairs and International Cooperation n. 113 of 22 July 2015”, and subsequent amendments and additions (latest amendment with “Determina Direttoriale” n. 1846 of June 27th 2023).

CONSIDERING the signature on 7th of April 2023 of the Contribution Agreement NDICI-GEO-NEAR/2023/442-279 between the EUD and AICS for the implementation of the EU كافي (Kafi) - EU Support to Improve Cereal Crops Production in Egypt.

HAVING REGARD TO the Decision n. 35 of 26 March 2025 in the AICS Cairo Head of Office to start the hiring process.



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AICS Cairo Head of Office ANNOUNCES

A selection procedure for fixed-term staff, pursuant to art. 11, clause 1, letter c) of the Decree of the Minister of Foreign Affairs and International Cooperation n. 113 of 22 July 2015, according to the specifications indicated below:

1. CONTENTS AND PURPOSES OF THE ASSIGNMENT

POSITION	Manager – medium
PLACE OF WORK	<u>AICS Cairo Office, with the possibility to travel to the areas of intervention in short-term missions as needed.</u> The place of work can be modified by the Head of Office subject to authorization of AICS Rome, during the contractual validity period for public utility reasons, with at least a 30-day notice.
TYPE OF CONTRACT	Fixed-term employment contract under the law of Egypt
PROBATIONARY PERIOD	2 months
WORKING HOURS	36 hours per week
DURATION OF THE ASSIGNMENT	12 months renewable
MAIN TASKS	<p>The Programme Manager will coordinate the Programme Management Unit (PMU) with the final aim of implementing the Programme’s activities and achieving the expected results. He/she will work in connection with the Procurement and contract expert for the procurement, administrative, and financial aspects and the Technical team for the technical aspects. He/she will report to the Coordinator of the AICS-EU Portfolio and act under the supervision of the Head of the AICS-Cairo.</p> <p>In particular, the Programme Manager will be responsible for:</p> <ol style="list-style-type: none"> 1. performing management functions, with a high degree of responsibility, of the Programme; 2. coordinating the human and economic resources intended for the implementation of the Programme; 3. ensuring the overall technical and administrative management of the Programme; 4. coordinating the technical formulation of call for proposals and call for tenders; 5. acting as member of evaluation committees in case of appointment;



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	<ol style="list-style-type: none"> 6. ensuring the timely preparation of all technical and financial information as requested by the EU and AICS; 7. formulating in a timely manner narrative and financial reports of the Programme to be submitted to AICS for clearance and then to EU; 8. monitoring, and assessing the progress of the contracts (supply, service, and works); 9. based on the AICS regulations, acting as “Responsabile della Procedura (RUP)” in case of appointment; 10. facilitating external evaluation (e.g. mid-term review, final review) and audit missions; 11. monitoring the implementation of the Communication and Visibility Programme’s plan; 12. promoting communication and information activities according to the EU’s guidelines, including the opening and closure of workshops and events related to the Programme; 13. liaising with the concerned stakeholders at the central and local level (e.g. line Ministries and Governorates); 14. performing any other activities as requested.
<p>ANNUAL GROSS COMPENSATION (ALL-INCLUSIVE)</p>	<p><u>Gross annual salary</u>: € 75,664.00 <u>Gross annual allowances</u> (recognized only if the tax residency of the employee is not established in Egypt): € 72,303.00</p>

The gross annual salary (*RAL*) cannot be subject to any change for the entire duration of the employment contract.

The allowances, where applicable, are subject to a periodic review in relation to the trend of the terms of reference defined by art. 5 of the annex to the Resolution n. 101 of the Italian Cooperation Joint Committee in its meeting of 19 November 2019 (as further detailed under “Determina Direttoriale” n. 1846 of June 27th 2023) and, consequently, may be subject to increases or decreases during the contractual validity period,

The selected candidate, during the period of validity of the contract signed with AICS, will be subject to an exclusivity clause and will therefore not be authorized to carry out any other works, in any form and even outside working hours, pursuant to art. 11, clause 3 of the Ministerial Decree n. 113/2015.

2. REQUIREMENTS

The essential requirements indicated below must be met by the candidate by the deadline set for the submission of applications.

2.1 Essential requirements:

- a. Age not exceeding (at the time of signing the contract) that required for retirement by local regulations (60 years), or by Italian regulations (ref. Law 398/87) for candidates subject to the Italian social security system (67 years).



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- b. Medically fit for employment.
- c. Full enjoyment of political and civil rights.
- d. Not having sustained, in the three-year period preceding the date of expiry of the present vacancy announcement, an insufficient performance assessment (“scarce” or “insufficient”) in the framework of employment contracts signed with AICS.
- e. Not being subject to legal actions concerning the application of preventive measures, both in Italy and abroad.
- f. Not having been dismissed, dispensed, declared lapsed or fired from employment in a Public Administration, both in Italy and abroad.
- g. Master’s level university degree in Agricultural Sciences, Rural Development, Engineering, International Development, or related fields (level 7 European Qualification Framework EQF). Other degrees of the same level may be taken into consideration if accompanied by sector- specific experience. Although not a public competition, candidates may make use of the equipollence for admission to public competitions, published on the website of the Ministry of Education, University and Research www.miur.it.
- h. At least 5 years of post-graduate working experience in developing countries as a key expert with international organizations, governmental aid agencies, NGOs, and private entities benefitting from international aid on project/program management, strategic management, partnership building, stakeholder coordination, and resource mobilization responsibilities.
- i. Proficient in written and spoken Italian (C2 Level - Common European Framework of Reference) and proficient in written and spoken English user (C1 Level - Common European Framework of Reference).
- j. Proficiency in the use of Microsoft Office applications.
- k. Previous experience in the implementation of EU-funded programmes.

2.2 Preferential requirements

The following are considered as preferential requirements and will be evaluated for the purpose of assigning the score referred to art. 4.2 below:

- a. Post-graduate diplomas (University Master, PhD or other Higher Education Courses recognized in the sector of interest) additional to the minimum requirements indicated in point 2.1 letter g) above.
- b. Basic Arabic user (A2 Level - Common European Framework of Reference).
- c. Previous working experience at the Italian Agency for Development Cooperation and/or the Directorate General for Development Cooperation
- d. Previous experience in the formulation of progress and final reports for the EU.
- e. Similar professional experience carried out in Egypt.
- f. Previous experience in the sector of intervention.

3. HOW TO APPLY

3.1 Submission of applications

The application, duly signed by the candidate, must be submitted:

NO LATER THAN Thursday 26 April 2025 - 11.00 am (Cairo time).



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Failure to comply with the deadline will result in exclusion from the procedure.

The applications, including the signed attachments referred to in paragraph 3.2 below, may be submitted electronically to the following email address: segreteria.ilcairo@aics.gov.it. The subject of the email must contain the vacancy announcement ref. AICS CAIRO_02/EG/2025. AICS cannot be held responsible in case any communication sent by the candidate is not received or is received after the deadline of the present vacancy announcement.

Delivery of the application by hand or by courier is also permitted, at the AICS Cairo premises in 4th floor, 1081 Corniche El Nil, Garden City, Cairo, Egypt; in this case the date and time of delivery of the application will be certified by an AICS officer by means of an official acknowledgment of receipt.

3.2. Contents of the applications

The application shall be written in English and must include all following declarations provided by the candidate under its own responsibility. Failure to comply will result in exclusion from the procedure.

- a. First and last name, date and place of birth, country and city of residence, country, and city of domicile (if different from the residence), country of tax residency.
- b. telephone number and an email address for any communications in the framework of the present procedure. Any change occurred after the submission of the application for this vacancy must be timely communicated to AICS.
- c. Being medically fit for the employment.
- d. Compliance with the academic qualifications required by this vacancy announcement at art. 2, clause 2.1 let. g).
- e. Compliance with the professional experience required by this vacancy announcement at art. 2, clause 2.1 let. h).
- f. Citizenship(s).
- g. Full enjoyment of political and civil rights.
- h. Not having sustained, in the three-year period preceding the date of expiry of the present vacancy announcement, an insufficient performance assessment in the framework of employment contracts signed with AICS.
- i. Absence of convictions for any criminal offence and absence of any pending criminal or accounting charge, both in Italy and abroad.
- j. Not having been dismissed, dispensed, declared lapsed or fired from employment in a Public Administration, both in Italy and abroad.
- k. Compliance with the language qualifications required by this vacancy announcement at art. 2, clause 2.1 let. i).
- l. Compliance with the IT skills required by this vacancy announcement at art. 2, clause 2.1 let. j).

Italian and EU citizens must include in the application the following declaration:

“The declarations made under this application are pursuant to articles 46 and 47 of the Italian Presidential Decree n. 445 of 28 December 2000, limited to the hypotheses in which the conditions, personal qualities and facts are reported in Italian or European Union public registers and, in the latter case, provided that AICS is given the possibility of access for any checks. If subsequent checks reveal the untruthfulness of the content of the declarations made, the interested party is aware



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that he/she will incur on penal sanctions referred to in the art. 76 of the same Presidential Decree n. 445/2000, facing immediate termination of the employment and loss of any other benefits possibly obtained on the basis of the false statement".

The application shall also include the following attachments/documents:

- a. Copy of valid ID (Identification Document).
- b. Italian *Codice Fiscale* (if available).
- c. Curriculum vitae in English "Europass template", dated and signed, including the authorization to process personal data, clearly specifying all needed elements for a correct evaluation of qualifications as detailed at art. 4, clause 4.2 below.

Applications shall be **excluded** from selection procedures if:

- a. received after the deadline set at art. 3, clause 3.1.
- b. not duly dated and signed as foreseen at art. 3, clause 3.2.
- c. lacking the declaration concerning the essential requirements listed at art. 2, clause 2.1.
- d. lacking the declarations with regards to all other elements not listed as essential requirements at art. 2, clause 2.1, or if this declaration is incomplete.
- e. lacking one or more annexes/documents.
- f. the Curriculum vitae is not duly dated and signed.

Defects referred to at letters b) (only for a missing date), d), e) and f) are subject to the procedure for remedying deficiencies and will be communicated to the email address indicated by the candidate, within a deadline fixed by AICS Cairo.

In case of failure to meet the requirements, AICS may also dispose at any time, also following the possible signing of the individual employment contract, with consequent termination of the same, the removal of the candidate from the ranking.

AICS assumes no responsibility for any communications sent by the candidate to AICS or sent from AICS to the candidate, to the email address indicated in the application, but not received for any reason and at any stage of the recruitment and hiring procedures.

4. EVALUATION OF QUALIFICATIONS AND INTERVIEWS

4.1 Preliminary compliance checks

Once the deadline for the application to this vacancy announcement as well as the deadline possibly set with regards to the procedures for remedying deficiencies have expired, AICS Cairo Head of Office (the responsible for the whole procedure), evaluates the admissibility of each application with regards to the fulfillment of the essential requirements and the absence of conditions for exclusion.

The list of eligible candidates is published on the AICS website and does not require further communications to candidates, both admitted and excluded.

The Evaluation Committee is appointed by AICS Cairo Head of Office following the expiry of the deadline of the present vacancy announcement.



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4.2 Evaluation

The Evaluation Committee evaluates the eligible applications by assigning an overall score of maximum **30 points** for each candidate, according to the methods specified below. The scores are assigned without using decimals.

QUALIFICATIONS (max 15 points)

- Relevance and pertinence of the professional experience, wherever acquired, suitable for the fulfillment of the assignment (max 7 points).
- Relevance and pertinence of the professional experience, acquired in an AICS office, suitable for the fulfillment of the assignment (max 3 points).
- Language and IT skills (max 2 points).
- Other qualifications of professional skills relevant for the fulfillment of the assignment (max 3 points).

INTERVIEW (max 15 points)

The candidates admitted to the selection are invited, via email, for an interview following which a maximum score of **15 points** is attributed.

The interview takes place at AICS Cairo premises or remotely (in audio-video connection), at the candidate's choice, in the language indicated as an essential requirement by the vacancy announcement (even more than one if applicable).

The interview, which may also include technical-practical tests, is aimed at assessing the candidate's wealth of knowledge and experience, the skills to carry out the assignment in question, the required language skills, interpersonal skills and anything else deemed necessary to evaluate the candidate's profile with respect to the position to be filled.

Failure to attend the interview on the date and time set, in the absence of valid reasons (which are in any case subject to the unquestionable evaluation of the Committee with regards to their eventual acceptance or rejection), is considered as a renouncement by the candidate to proceed with the selection.

Candidates are not entitled to reimbursement of any expenses incurred to support the interview.

5. RESULTS OF THE SELECTION

Candidates scoring at least 10/15 points in the framework of the interview will be included in the final ranking of endorsed candidates.

The ranking is drawn up in descending order of the overall scores obtained by the candidates for their qualifications and interviews. In the event of an equal overall score, precedence is granted to the candidate



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who obtained the highest score in the interview and, in the event of a further tie, to the candidate of younger age.

The ranking is published on the AICS website and does not require further communication to candidates. The ranking remains valid for one year: AICS Cairo office has the right to extend the validity period of the ranking for a further year in case of specific and justified needs related to the implementation of the Programme. In case of renouncement of the selected candidate or early termination of the contract, the office can proceed down the ranking, if the necessary financial resources are available.

The selected candidate will be invited by AICS Cairo to submit the necessary documentation for the completion of hiring procedures.

In any case, the employment contract will not be signed with a selected candidate whose age is higher than the one fixed for retirement by the social security law(s) to be applied in relation to the specific situation of the candidate, or if such age will be acquired within the established term of the same contract.

6. PERSONAL DATA

By submitting the application, the candidate gives his/her unambiguous consent to the processing of his/her personal data, including sensitive data, by the staff assigned to the custody and storage of applications, and to their use for the purpose of the selection process. The responsible for the processing of personal data is the AICS Cairo Head of Office.

The processing of personal data for the purposes of admission to the examination tests and possible hiring will be based on the principles of lawfulness, correctness and transparency to protect the fundamental rights of natural persons.

For these reasons, the following information is provided:

1. The joint data controllers are the Director of AICS and AICS Cairo Head of Office.
2. For any questions or complaints regarding the processing of personal data, the interested party can write to the Data Protection Officer/Personal Data Protection Officer (DPO) of AICS, at the email address: dpo@aics.gov.it.
3. The personal data processed have as sole purpose the admission to the examination tests for candidates and the management of the employment for the selected candidate.
4. Data processing is carried out by specifically appointed personnel.
5. The personal data of the selected candidate will be communicated to the persons/institutions required by Italian and local legislation: lawyers of trust for defense before the local court, private insurance companies for the obligations referred to in the art. 158 of the Italian Presidential Decree n. 18/1967; INPS, INAIL, local social security/welfare bodies, local authorities for any necessary obligations.
6. For non-selected candidates, in the absence of other regulatory references, the data will be deleted 5 years after the end of the selection procedure, taking into account the articles n. 157, 161 and 317 of the Italian Penal Code, while for reasons of legal security, the data of the selected candidates are kept in their respective personal files for a period pursuant to art. 68 of the Italian Presidential Decree n. 445/2000.



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7. The interested party may request access to his/her personal data and, with regards to the conditions established by current legislation, their rectification. Within the limits of the law and without prejudice to the consequences of the administrative process, he/she can also request the limitation of processing of data or the opposition to their treatment. In these cases, the interested party must contact the AICS office in Cairo, copying AICS's DPO in the communication.
8. If you believe your rights have not been respected, a complaint may be submitted to the Data Protection Officer/Personal Data Protection Officer (DPO) of AICS. Alternatively, a complaint may be submitted to the Italian Data Protection Authority ("*Garante per la protezione dei dati personali*"), e-mail: garante@gpdp.it , PEC: protocollo@pec.gpdp.it .

7. SUSPENSIVE CLAUSE

The AICS Office of Cairo reserves the right to revoke this vacancy announcement or not to proceed with the hiring of the selected candidate for justified organizational and/or financial reasons.

AICS Cairo Head of Office
Martino Melli

THIS VACANCY ANNOUNCEMENT HAS BEEN PUBLISHED ON AICS CAIRO WEBSITE ON
26/03/2025