



OBSERVATOIRE DU SAHARA ET DU SAHEL SAHARA AND SAHEL OBSERVATORY

LAND DEPARTMENT

TERMS OF REFERENCE FOR THE RECRUITMENT OF AN ENVIRONMENTALIST SPECIALIZED IN GEOMATICS

March 2021

Job title: Environmentalist specialized in Geomatics with the Land Department

Place of employment: Tunis (Tunisia)

Type of contract: Fixed term contract (renewable)

Languages required: French and English

Starting date: 05/01/2021

[AC/OSS/DEPART-TERRE_EXP-ENV&GEOM/090321-07]

1. CONTEXT

The Sahara and Sahel Observatory (OSS)¹ is an international organization with an African vocation, created in 1992, and established in Tunis (Tunisia) since 2000. The OSS currently has 33 member states² and 14 (international, sub-regional and non-governmental) member organizations. The OSS current area of action covers the hyper arid, arid, semi-arid and dry sub-humid regions of the Sahel-Sahara part of the African continent and covers an approximately 17.52 million km² area, or 57% of the continent's surface.

The OSS is a scientific and technical instrument, whose main mission is to support its African member countries in the integrated and coordinated management of their natural resources with particular attention to issues relating to water and land in a particularly disadvantageous climate change context. It mainly aims to work with member states and organizations and to act as an initiator and facilitator of partnerships on the above-mentioned topics. The mission is based on knowledge transfer, capacity building and awareness raising of all stakeholders.

In its new ten-year (2021-2030) strategy, the OSS aims to strengthen its interventions in the Land sector. Then, it focuses on (i) the mitigation of the drought adverse effects and the fight against desertification and land degradation and (ii) the provision of natural resources and ecosystem services knowledge and valuation methods as decision support.

In conjunction with the other technical departments and bodies of the OSS, the **Land Department** is mainly responsible for the coordination and implementation of the organization's mission in the Land sector as defined in section 2 of its new 2030 strategy. **The strategic objective** of this section is to **build the capacities of member states to mitigate drought adverse effects and to combat desertification and land degradation**. The scheduled interventions under this Strategic Objective are based on three operational objectives as follows:

- Improve the tools for planning and monitoring/evaluating Sustainable Land Management actions;
- Establish and/or strengthen Drought Early Warning Systems;
- Support the implementation of national and sub-regional FAD action programs.

In order to carry out its mission, the Land Department develops and implements different projects addressing various topics natural resources and ecosystem services, together with the member countries. A set of national and regional actions is currently being developed and many other actions will be formulated to better fight against issues related to natural resources management in Africa.

2. JOB DEFINITION

Under the responsibility of the Land Department Coordinator, the expert will have to provide technical support for the implementation of the Department's activities. In particular, he (she) will carry out the following activities:

¹ <http://www.oss-online.org/>

² The 33 states include 26 African countries and 7 non-African countries. The Central African Republic is the last country to have become a member state of the organization in December 2020:

- **African countries:** Algeria, Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Ivory Coast, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Guinea-Bissau, Kenya, Libya, Mali, Morocco, Mauritania, Niger, Nigeria, Uganda, Senegal, Somalia, Sudan, Chad and Tunisia
- **Non-African countries:** Germany, Belgium, Canada, France, Italy, Luxembourg and Switzerland.

Technical and analytical support

- Develop products, services and tools for sharing and disseminating spatially referenced information with:
 - The development of geospatial databases integrating earth observation products and spatial information available at regional and international level in relation with the topics addressed and the evaluation of their potential use in the projects and programs context;
 - The preparation, aggregation and formatting of geospatial products and their adaptations for dissemination through the different communication channels: Web portal, thematic atlases, interactive CDs, PDF files, digital models, animations, 3D maps, etc.;
 - The alignment of tools and approaches used by national projects and standardization of map products to develop (projection, legends, etc.) in order to facilitate their integration in the data dissemination and knowledge sharing system. This includes the adoption of internationally recognized metadata standards;
 - The contribution to the regular updating of the information sharing and disseminating tools through the publication of the products developed (maps, statistics, training modules, reports, etc.). This requires the creation of metadata sheets for each resource to facilitate access and research of information.
- Contribute to the different activities of the OSS on remote sensing and geographic information systems.

Project development

- Support the Department in reviewing projects and selecting bankable project documents;
- Contribute in the preparation of projects by developing concept notes and evaluation reports, and conducting missions;
- Undertake the documentary research necessary for the development of new concept notes;
- Initiate and support partnerships with the natural resources and climate change sector funders;
- Support the call for project proposal process as needed.

Project management

- Carry out periodic updates of the assigned projects' documents;
- Ensure the development of annual work plans, periodic progress reports of the assigned projects;
- Provide technical support for the organization of events, workshops and meetings and prepare related reports and notes;
- Support the achievement of in-the-field project monitoring missions;
- Collect reports and other project deliverables and make sure they are carried out in accordance with the contract or agreement;
- Support the monitoring of the different projects of the Department by proposing new guidelines stemming from the needs expressed at the national, sub-regional and international levels, particularly on the specific questions related to the development, management of resources and natural capital, and adaptation to climate change;
- Contribute to capacity building, knowledge management and communication activities related to projects and activities of the Department.

Other activities of the Land Department

The expert will also participate in the execution and support of all other activities of the Land Department. This will include tasks related to technical expertise required for the needs of different projects. He/she will also support the OSS teams in order to promote inter-department synergies and the OSS day-to-day activities.

3. PROFILE REQUIRED

Education

Hold a 'Bachelor + 5' higher education degree (Engineer or Master) in Geomatics, Environmental Science, Rural Engineering, Natural Resource Management, or any related diploma of equivalent level. The applicant must prove professional skills acquired in institutions, programs or projects producing thematic maps and setting up geographic information systems.

Experience

- At least 05 years of relevant professional experience in remote sensing and geographic information systems;
- Good experience in thematic mapping and GIS using Earth Observation data;
- The necessary skills in the implementation of GIS and spatial information management, including a perfect command of GIS tools (ArcGIS and / or MapInfo, QGIS ...), remote sensing (ERDAS, ENVI, OTB. ...) and statistical analysis (R, Matlab, Stata ...), as well as webmapping and Web GIS tools and techniques (ArcGIS server, GeoServer, OpenLayers, GeoNetwork, OGC services and specifications...);

Professional requirements

The applicant must meet the following conditions:

- Diplomacy, tact and professionalism; as part of his/her duties, the expert will have to interact with personalities from OSS member countries, decision-makers and development partners;
- Willing to work with people of different nationalities and cultures and to travel to the different countries of the OSS area of action;
- Enthusiastic and able to quickly learn new concepts and; make initiatives
- Able to take accurate and timely responsibilities;
- Team spirit and able to work under pressure;
- Structured and able to have a result-based planning;
- Open to change and flexible in a very dynamic environment;
- Able to effectively adapt approaches to follow changing circumstances or needs.
- Responsive and willing to share knowledge spontaneously;
- Excellent written and oral communication skills, as well as presentation skills;
- Strong analysis, summary and writing capacity;
- Command of English and French languages;
- Good knowledge of new information technologies and a perfect command of office software (word processing, messaging and Internet).

4. REMUNERATION

The net monthly remuneration ranges between **1800 and 2000 Euros** taking into consideration the years of proven professional experience.

The OSS will bear the expert's contributions to the OSS insurance. These insurances cover group risks of illness, invalidity, death, as well as individual insurance for personal accidents and travel insurance.

5. PRESENTATION OF THE APPLICATION FILE

The application file must necessarily include the following elements:

1. A cover letter signed and addressed to the OSS Executive Secretary;
2. A signed *curriculum vitae*; (**Use the standard OSS CV template downloadable at the following link**) [[OSS CV Template](#)];
3. A copy of the diplomas;
4. Other references deemed useful.

Evaluation:

The attached table provides an overview of the applicant scoring system.

The selection process includes a file-based pre-selection phase and an oral interview phase. The shortlisted experts will have to sit for an oral interview.

The experts' final ranking will be given after this interview.

6. SUBMISSION AND DEADLINE

Applications must be sent by **email** to the following address: procurement@oss.org.tn

Applications sent by e-mail must bear the subject line:

Call for applications: Geomatics and Environmental Management Expert in support of the Land Department (OSS) [AC/OSS/DEPART-TERRE_ EXP-ENV&GEOM/090321-07]

Deadline: **March 31, 2021 at 11:59 p.m.** (Tunis time).

For any additional information, please send your requests to: procurement@oss.org.tn

ANNEX - APPLICATIONS SCORING SYSTEM

Section	Notes/Scores
Diplomas (Qualification in the required fields)	15 points
Professional experiences and references (PN: <u>Only experiences proven by a certificate will be considered</u>)	
<ul style="list-style-type: none"> • Seniority 	20 points
<ul style="list-style-type: none"> • Relevant professional references 	40 points
Language command	10 points
Motivation degree	10 points
Organization and presentation of the file	05 points
Grand Total	100 pts