

COMMISSION DU BASSIN DU LAC TCHAD



LAKE CHAD BASIN COMMISSION

**TECHNICAL SUPPORT PROJECT FOR THE RESTORATION OF THE
ECOLOGICAL AND ECONOMIC FUNCTIONS OF THE LAKE CHAD BASIN
(PARFEBALT)**

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Terms of Reference

**Recruitment of a Hydrologist Expert for the
Coordination Unit of the Technical Support Project for
the Restoration of the Ecological and Economic
Functions of Lake Chad Basin (PARFEBALT)**

March 2026

1. Background and Rationale

The **Lake Chad Basin Commission (LCBC)** is an intergovernmental organisation established in 1964 by the States bordering Lake Chad to ensure the **sustainable and equitable management of the Basin's water resources, the preservation of associated ecosystems**, and the **promotion of regional integration**. It provides the institutional framework for cooperation among Cameroon, Niger, Nigeria, the Central African Republic and Chad. It plays a strategic role in promoting stability, economic development, natural resource management and climate resilience throughout the Lake Chad Basin.

Over the years, the LCBC has implemented several major initiatives, supported by its technical and financial partners, notably the African Development Bank Group (AfDB). These initiatives have focused on ecosystem rehabilitation, strengthening community resilience, improving water governance, and promoting regional security and stability. They include flagship programmes such as PRODEBALT, PRESIBALT and PARSEBALT, through which the Commission has developed substantial operational and institutional experience.

Despite these efforts, the Lake Chad Basin continues to face significant challenges, including ecological degradation and a shrinking surface area; increasing climate variability; growing demographic and anthropogenic pressures; limited availability and reliability of hydrometeorological data for informed decision-making; persistent insecurity; and institutional and socio-economic fragility across the region.

In response to these challenges and in line with regional strategic orientations, the LCBC adopted the Strategic Action Programme (SAP) for the Lake Chad Basin in 2022, covering the period 2023-- 2035. Within this framework, the AfDB is supporting Member States through the Technical Support Project for the Restoration of the Ecological and Economic Functions of the Lake Chad Basin (PARFEBALT).

The project aims to:

- Strengthen hydrological, hydrogeological and ecological knowledge of the Basin;
- Prepare and structure a major regional investment programme;
- Improve gender- and conflict-sensitive water governance;
- Support the mobilisation of international financial resources;
- Strengthen the institutional capacities of the LCBC;
- Contribute to climate resilience and regional stabilisation.

To ensure effective implementation in line with AfDB standards and Member State requirements, it is essential to establish a dedicated, multidisciplinary and fully operational **Project Management Unit (PMU)**. The PMU, hosted within the LCBC's Technical Department, will be responsible for the planning, implementation, technical oversight, fiduciary management, monitoring and evaluation of PARFEBALT.

LCBC intends to recruit a Consultant Hydrologist to support the implementation and monitoring of activities of the PARFEBALT Project Coordination Unit.

2. Responsibilities of the Hydrologist

The role of the Hydrologist Expert is mainly to assist the project coordination team in overseeing the implementation of technical activities, especially feasibility studies and technical support, to better understand surface water systems, water availability, and related risks in water management. The expert will also support the design of infrastructure and ecosystem restoration projects to achieve sustainable water management and environmental safeguarding in the Basin.

The responsibilities of the Hydrologist Expert include the following:

- Supervise the hydrometric activities scheduled as part of the project;
- Supervise the assessment of the hydrometeorological station network within river basins and assist in the installation, maintenance, and modernisation of stations;
- Ensure the collection, validation and availability of reliable, evidence-based hydrometeorological data for the LCBC Regional Database (LIS);
- Produce regular technical progress reports in accordance with the requirements of the African Development Bank (AfDB);
- Monitor indicators related to water resources management and climate resilience;
- Contribute to the assessment of hydrological risks impacting the Basin (floods, droughts, and changes in hydrological regimes);
- Contribute to the validation of sectoral study reports on hydrology, hydraulics, climate risks and vulnerabilities;
- Support the development of an early warning system and climate scenarios, and contribute to climate resilience planning within the Basin;
- Contribute to the review, organisation of validation of deliverables from various studies, and reporting;
- Ensure the technical quality of project outputs (analyses, studies and monitoring instruments);
- Promote the integration of innovations and international best practices;
- Support the Basin Observatory in the preparation of annual water resources monitoring reports and in the development of the Observatory's quarterly bulletins.

3. Required Profile

- Holder of at least an engineering degree in hydrology/hydraulics, water resources or hydraulics, with at least a Master's Degree or in a related field;

- Specialised training or certification in climate modelling, flood and drought modelling, or studies on groundwater and surface water-groundwater interactions is an asset;
- Have at least ten (10) years of extensive and progressively responsible experience in the field of hydrology or water resources development;
- Have at least five (5) years of experience in managing transboundary water resources projects in African countries funded by international development partners (AfDB or other donors);
- Demonstrate recognised expertise and in-depth knowledge in integrated water resources development in Africa, with a focus on research and policy, particularly in river basin management;
- Experience working on multidisciplinary projects involving engineers, ecologists, economists and planners;
- Possess good knowledge of the hydraulic dynamics of the Chari-Logone system, the Komadougou-Yobe basin and Lake Chad;
- Good knowledge of water resources monitoring systems and climate resilience frameworks;
- Demonstrate good knowledge of hydrometeorological station networks in river basins and early warning models for floods and droughts;
- Proven expertise in hydrological modelling software (e.g. WEAP, SWAT, MODFLOW, etc.);
- Proven expertise in the use of mapping software, Geographic Information Systems (GIS), and remote sensing tools, including applications such as ArcGIS, QGIS, and the analysis and interpretation of satellite data.
- Knowledge of regulations, standards and best practices related to water resources management;
- Have strong skills in technical writing and presentation;
- Have full professional proficiency, both written and spoken, in French or English. Knowledge of both languages is an asset;
- Demonstrate the highest standards of ethics, integrity and transparency.

4. Contract Duration

The Hydrologist Expert will be recruited under a one-year contract, renewable upon successful completion of a three (3)- month probationary period. The consultant's performance will be evaluated annually, and any contract renewal will be conditional upon a performance assessment deemed satisfactory by the Lake Chad Basin Commission.

5. Application File

The application file will include the following documents:

- a) Letter of motivation
- b) A detailed, dated, signed and certified Curriculum Vitae highlighting the candidate's qualifications, professional experience and competencies, and including at least two (2) relevant references with full contact details of previous employers;
- c) Copies of legally certified diplomas and employment certificates.
- d) Female candidates are strongly encouraged to apply.

6. Evaluation Criteria

Consultants will be evaluated based on their application files, according to the following criteria and scoring scale:

Criteria	Sub-Criteria	Marks
Training	Engineering degree (Hydrology/Hydromechanics, Hydraulics, Water Resources) with at least a Master's Degree or in a related field.	7
	Specialised training or certification in climate modelling, flood and drought modelling, or studies on groundwater and surface water-groundwater interactions is an asset	3
General Experiences	At least ten (10) years of extensive and progressively responsible experience in the development of water resources.	10
Specific Experience	Have at least five (5) years of experience in managing transboundary water resources projects in African countries funded by international development partners (AfDB or other donors)	10
	Demonstrate recognised expertise and in-depth knowledge in integrated water resources development in Africa, with a focus on research and policy, particularly in river basin management, watersheds or aquifer systems	10
	Experience working on multidisciplinary projects involving engineers, ecologists, economists and planners	10
	Demonstrate good knowledge of hydrometeorological station networks in river basins and early warning models for floods and droughts	12
	Good knowledge of water resources monitoring systems and climate resilience frameworks	12
	Demonstrate good knowledge of hydrometeorological station networks in river basins and early warning models for floods and droughts	12
Technical Skills	Proven expertise in hydrological modelling software (e.g. WEAP, SWAT, MODFLOW, etc.).	5

Criteria	Sub-Criteria	Marks
	Expertise in the use of mapping software, Geographic Information Systems (GIS), and remote sensing tools, including applications such as ArcGIS, QGIS, and the analysis of satellite data	5
Knowledge of the Lake Chad Basin	Possess good knowledge of the hydraulic dynamics of the Chari-Logone system, the Komadougou-Yobe basin and Lake Chad	4
Total		100

The minimum score required to be shortlisted is **75 points out of 100**.

The candidate with the highest total score above the minimum will be invited to negotiate a contract.

In the event of final selection, the following documents shall be required:

- Original copies of the declared academic diplomas and employment certificates;
- A copy of a criminal record certificate issued within the last three (03) months;
- A medical certificate and follow-up report issued by a licensed medical practitioner.

7. Duty Station

The duty station is N'Djamena, Chad.

The Lake Chad Basin Commission guarantees equal opportunities for all candidates, actively promotes diversity within its workforce, and applies a zero-tolerance policy towards fraud and corruption. No fees or payments are required at any stage of this recruitment process. Only shortlisted candidates will be contacted.

Amb. Ibrahim Babani
Executive Secretary

