COMMISSION DU BASSIN DU LAC TCHAD

LAKE CHAD BASIN COMMISSION

P.O. Box 727 N'DJAMENA - CHAD
Tel.: +235 22 52 41 45 / 22 52 40 29 Fax: +235 22 52 41 37
E-mail: cab@cblt.org; cblt.lcbc@gmail.com

Support to the Regional Strategy for Stabilization, Recovery, and Resilience (RS SRR) in Boko Haram-Affected Areas of the Lake Chad Basin

TERMS OF REFERENCE

Recruitments of the RS SRR- LCBC Young Professionals Program

October 2026

1. Background and Rationale

The Lake Chad Basin Commission (LCBC), through the Regional Strategy for Stabilization, Recovery and Resilience (RS SRR) Coordination Unit, implements initiatives aimed at promoting peace, stability, recovery and resilience across crisis-affected areas of the Lake Chad Basin.

The region continues to face complex challenges linked to insecurity, forced displacement, limited economic opportunities, social vulnerabilities and weak access to sustainable livelihoods. Young people constitute a significant proportion of the population and are critical actors in peacebuilding, recovery and development efforts.

In line with its commitment to youth empowerment and human capital development, the LCBC has established the RS SRR Young Professionals Programme to provide recent graduates from Member States with practical professional experience, mentoring opportunities and exposure to regional stabilization and development mechanisms.

The Programme will also strengthen the operational capacity of the RS SRR Coordination Unit while preparing a new generation of professionals capable of supporting regional initiatives across the Lake Chad Basin.

2. Programme Objective

The overall objective of the Programme is to contribute to stabilization and resilience in the Lake Chad Basin by strengthening the professional capacities of young graduates from Member States.

Specific Objectives

The Programme seeks to:

- Provide young graduates with their first professional experience in a regional environment;
- Strengthen technical, analytical and professional skills;
- Promote employability and professional integration;
- Support implementation of RS SRR activities;
- Encourage youth participation in peacebuilding and regional development processes;
- Foster regional cooperation and exchange among Member States.

3. Scope of the Programme

The Programme will engage five (05) Young Professionals from LCBC Member States involved in the implementation of the RS SRR.

The positions will be distributed as follows:

- Programme Support (03 positions);
- Administration, Finance and Logistics (01 position);
- Communication and Visibility (01 position).

Participants will be assigned to relevant departments and will benefit from structured supervision and mentoring throughout the Programme.

4. Key Responsibilities

a) Young Professionals – Programme Support

- Support planning and coordination of RS SRR activities;
- Assist in monitoring implementation of work plans;
- Contribute to data collection and analysis;
- Support preparation of technical reports and briefs;
- Assist in organising meetings, workshops and missions;
- Support coordination with national and regional partners;
- Perform other duties related to programme implementation.

b) Young Professional – Administration, Finance and Logistics

- Support administrative and financial processes;
- Assist with budget and documentation management;
- Support procurement and logistics operations;
- Assist in travel and event coordination;
- Maintain administrative filing systems;
- Contribute to improving internal administrative procedures.

c) Young Professional – Communication and Visibility

- Develop communication materials and visibility products;

- Produce digital and multimedia content;
- Support social media management;
- Contribute to media coverage of events and activities;
- Assist in knowledge management and documentation;
- Support institutional communication activities of the LCBC and RS SRR.

5. Required Profile

Candidates must:

- Be nationals of Cameroon, Chad, Niger or Nigeria;
- Be no older than 35 years of age;
- Hold at least a bachelor's degree or equivalent qualification in a relevant field;
- Demonstrate interest in peacebuilding, stabilization and development issues;
- Possess strong analytical and communication skills;
- Have good command of standard computer applications;
- Be able to work effectively in a multicultural environment;
- Be proficient in either English or French; knowledge of the other language is an advantage.

6. Duration of the Programme

The programme will run for an initial period of six (06) months and may be renewed subject to satisfactory performance.

Participants will receive continuous mentoring and professional guidance and may be assessed periodically against their learning objectives and assignments.

7. Application Package

Candidates shall submit:

- A letter of motivation;
- A detailed curriculum vitae;
- A copy of their highest academic qualification;

- Any supporting documents demonstrating relevant experience or competencies.

8. Duty Station

The duty station shall be the headquarters of the Lake Chad Basin Commission in N'Djamena, Chad.

9. Expected Results

By the end of the Programme:

- Young professionals will have strengthened their professional capacities;
- Participants will have gained practical regional work experience;
- The RS SRR Coordination Unit will benefit from enhanced technical support;
- A pool of future professionals committed to stabilization and development in the Lake Chad Basin will be strengthened.

10. Evaluation Criteria

Candidates shall be evaluated on the basis of their application documents and any interview conducted using the following criteria:

Criteria	Description	Points
Academic Qualification	Bachelor's degree or higher in a relevant field	20
Academic Performance and Relevance of Studies	Relevance of educational background to the assigned position	15
Motivation and Interest	Demonstrated commitment to stabilization, peacebuilding, development and regional cooperation	20
Relevant Experience	Internships, volunteering, research activities, leadership roles, or practical experience	15
Communication and Writing Skills	Quality of application documents and communication abilities	10
Knowledge of the Lake Chad Basin Context	Understanding of regional challenges and development priorities	10
Language Skills	Proficiency in English and/or French and knowledge of the second language	10
Total		**100**

The minimum score required for shortlisting shall be **70 points out of 100**.

Candidates obtaining the highest scores and meeting all eligibility requirements shall be invited for interviews.

The Executive Secretary



Amb. IBRAHIM BABANI