
COUNTRY NAME: Republic of Cameroon

PROJECT NAME: Local Governance and Resilient Communities Project (PROLOG)

IDA CREDIT: No. 72130-CM

TITLE OF THE ASSIGNMENT: Recruitment of two (02) cleaners for the Local Governance and Resilient Communities Project (PROLOG)

CALL FOR THE EXPRESSION OF INTEREST No. 00036 /ASMI/MINDDEVEL/PROLOG/UGP/SPM/2025 OF 22 OCT 2025
FOR THE RECRUITMENT OF TWO (02) CLEANERS FOR THE LOCAL GOVERNANCE AND RESILIENT COMMUNITIES PROJECT (PROLOG)

I. BACKGROUND AND JUSTIFICATION

To support Cameroon in its efforts to manage risks related to the escalation of violence and to advance its decentralization policy, the World Bank has granted to the Government of Cameroon financing in the form of a loan amounting to 300 million US dollars, which is equivalent to approximately 189 billion CFA francs, for the implementation of the Local Governance and Resilient Communities Project (PROLOG). This project combines support for decentralization focused on development commitments with efforts to strengthen community resilience capacities, particularly for vulnerable households affected by conflict.

The development objective of the project is to improve community access to climate-resilient infrastructure and strengthen local capacity to manage resources and deliver services. To achieve this objective, the project is structured around four components:

Component 1: Improving community infrastructure and basic services;

Component 2: Improving the multi-level governance framework and the capacity of devolved entities to deliver services;

Component 3: Project management, monitoring, and evaluation;

Component 4: The Contingent Emergency Response Component (CERC): This component will set up an emergency fund that can be activated in the event of a human-induced crisis, a public health emergency, or a natural disaster, following the official declaration of a national emergency or an official request from a member of the Government of Cameroon.

To ensure efficient implementation of these various components, in line with the Project's objectives and to enhance the management of allocated resources, it is necessary for the Project Management Unit (PMU) to have four (02) drivers.

I. ROLES AND RESPONSIBILITIES

Under the authority of the National Coordinator, the cleaner shall report directly to the Administrative and Finance Officer, while working with all staff members. His/her main duties shall include the following:

- ✓ Sweeping and wet cleaning floors (offices, halls, meeting room, service rooms, corridors, staircases and terraces)
- ✓ Dusting and cleaning office furniture and equipment:
- ✓ Emptying and cleaning trash cans:

- ✓ Cleaning carpets;
- ✓ Spraying air freshener in offices and toilets;
- ✓ In-depth cleaning and maintaining sanitary facilities (floors, walls, toilet equipment, WCs) in a permanently clean condition using bleach and air fresheners;
- ✓ Replenishing towels, toilet paper and soap in the toilets.
- ✓ Ensuring the daily cleaning of all premises/offices assigned to them (cleaning furniture, window panes, walls and openings).
- ✓ Running small errands and making other trips (as needed) within the city;
- ✓ Disinfecting and deodorising the toilets with appropriate products;
- ✓ Washing the glass surfaces of the offices with plenty of water;
- ✓ Cleaning ceilings (removing cobwebs);
- ✓ Dusting the tops of furniture and cupboards;
- ✓ Treating toilets with anti-limescale products;
- ✓ Washing corridors and staircases.

II. CANDIDATE'S PROFILE

The prospective candidate should fulfil the following requirements:

- Have a proven experience of at least 03 years in this field;
- Hold at least the First School Leaving Certificate (FSLC);
- Be able to communicate in at least one of the two official languages (French and/or English);
- Be capable of working under pressure, in a team, and in challenging conditions;
- Be punctual, respectful, and able to keep confidential information;
- Pass the aptitude test organised by the PMU in case he/she is short-listed;
- Be rigorous, organised, methodical, honest, and committed;
- Be available and capable of working in a team.

III. DURATION OF CONTRACT AND PLACE OF ASSIGNMENT

Selected candidates will be recruited under a fixed-term contract, in accordance with the provisions of Decree No. 2021/7341/PM of 13 October 2024, establishing the rules governing the creation, organisation, and operation of development programmes and projects. In accordance with this decree, the Project will recruit cleaners in accordance with the salary scale applicable to Category 1 projects.

A four-month probationary period will precede confirmation of the contract.

The initial contract duration is twelve (12) months, renewable following the satisfactory evaluation of performance.

The duty station shall be the Project Management Unit (PMU) based in Yaoundé.

V. EVALUATION CRITERIA

The job application files will be evaluated based on candidates' experience and qualifications.

The evaluation will be carried out in two stages: The first stage consisting of the review of the application files, followed by a second stage consisting of interviews of the candidates whose qualifications are deemed relevant after the first stage.

Examination of the application files:

Stage 1: Examination of the application files

The examination of the files will consist of the evaluation of candidates based on their CVs.

Stage 2: Interviews

Short-listed candidates following the first stage will be interviewed.

The aims of the interviews will include:

- Understanding the candidates, their personalities, and their motivation for the position;

- Validating the information presented in the application file (experience, certificate, skills, etc.);
- Ensuring that the interviewed candidate's profile matches the needs and expectations of the project listed in paragraphs II and III above;
- Evaluating the candidates in order to rank them in decreasing order of qualification and relevance with respect to the pre-established criteria, so as to identify the person most suitable for recruitment in the project.

VI. COMPOSITION OF THE APPLICATION FILE

The application files must be submitted exclusively in electronic format (PDF) by email and must include three (03) separate files, as follows:

- PDF File 1:
 - o A detailed cover letter, highlighting the candidate's specific skills that will enable him/her to successfully carry out the assignment, as well as his/her ability to collaborate with the main stakeholders;
- PDF File 2:
 - o A signed curriculum vitae (CV) of the candidate, highlighting similar professional experience and indicating his/her full contact details (postal address, telephone number, email address, etc.);
- PDF File 3:
 - o A scanned copy of certificates, earlier employment contracts, and any other documents demonstrating the candidate's skills/qualifications;
 - o A scanned copy of the candidate's National Identity Card (NIC) or passport.

NB: No hard copy applications will be received at the Project Management Unit (PMU) or at the Regional Coordination Units (RCUs). Only electronic applications submitted in the format indicated above will be evaluated.

GENERAL PROVISIONS

- 1- Candidates will be selected according to the "Selection of Individual Consultants" method, as described in paragraph 7.36 of the Procurement Regulations for Borrowers requesting Investment Project Financing (IPF) 7th Edition, revised in February 2025.
- 2- Application files written in French or English must be sent exclusively by email, **no later than fourteen (14) days** from the date of publication of this notice, with the wording:

CALL FOR THE EXPRESSION OF INTEREST No. 22 OCT 2025
00036/ASMI/MINDDEVEL/PROLOG/UGP/SPM/2025 OF
FOR THE RECRUITMENT OF TWO (02) CLEANERS FOR THE PROJECT MANAGEMENT UNIT (PMU) OF THE LOCAL GOVERNANCE AND RESILIENT COMMUNITIES PROJECT (PROLOG)

Email addresses for submission:

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- emeguidejeanjacques@yahoo.fr

Yaoundé, on **22 OCT 2025**

THE NATIONAL COORDINATOR



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