



**OBSERVATOIRE DU SAHARA ET DU SAHEL**  
**SAHARA AND SAHEL OBSERVATORY**



## **GIS/REMOTE SENSING UNIT**

**CALL FOR APPLICATIONS**

RECRUITMENT OF A GEOMATICS EXPERT

**TERMS OF REFERENCE**

[AC/OSS/CELL.SIG&TELEDETECTION\_EXPTGÉOMATIQUE/240223-5]

February 2023

## 1. CONTEXT

**The Sahara and Sahel Observatory (OSS)**<sup>1</sup> is an international organization with an African vocation, created in 1992, and established in Tunis (Tunisia) since 2000. Today, the OSS has 33 member States<sup>2</sup> and 14 (international, sub-regional and non-governmental) member organizations. The current OSS 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 extends over an area of approximately 17.52 million km<sup>2</sup>, i.e. 57% of the surface of the continent.

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 water and land issues in a particularly disadvantageous climate change context. The OSS works hand-in-hand with its Member States and organizations and plays the role of initiator and facilitator of partnerships on the above-mentioned topics. It focuses on knowledge transfer, capacity building and awareness-raising for all stakeholders.

In its new ten-year strategy (2021-2030), the OSS aims to promote better use of Earth Observation data in support of the spatio-temporal monitoring of the natural resources and the changes that affect them, in its member countries. For this to happen, it must strengthen its role and its actions in the production of relevant information/data from Earth Observation products, and in the timely dissemination of these data, through user-friendly geospatial tools and applications. These data must be reliable and able to help the various users make informed decisions in their respective fields of intervention, in particular environmental monitoring, monitoring-evaluation of sustainable land management actions, early warning of various phenomena (land degradation, bush fires, drought, etc.), agriculture and food security, etc.

To do this, the OSS plans on strengthening its GIS and Remote Sensing Unit by recruiting confirmed geomatics experts.

These ToRs are drawn up with a view to recruiting these experts.

## 2. THE JOB

The Expert will work under the responsibility of the Head of the GIS and Remote Sensing Unit, and will have to provide technical support for the implementation of the Unit activities. In specific terms, he/she will carry out the following activities:

### 2.1. Technical and analytical support

- **Develop products, services and tools for sharing and disseminating geo-referenced information with:**
  - The development of databases and geospatial indicators from Earth Observation products on local, regional, continental scales, with a focus on continental products such as land degradation and land use;

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<sup>1</sup> See details on the OSS website : <http://www.oss-online.org>

<sup>2</sup> A total of 26 African countries : Algeria, Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic (recent membership in December 2020), Côte d'Ivoire, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Guinea-Bissau, Kenya, Libya, Mali, Morocco, Mauritania, Niger, Nigeria, Uganda, Senegal, Somalia, Sudan, Chad and Tunisia, and 7 Non-African countries : Germany, Belgium, Canada, France, Italy, Luxembourg and Switzerland.

- The preparation, aggregation and lay out of geospatial data/products and their adaptation to the needs of dissemination through the communication tools: Web portals, Thematic atlases, Interactive CDs, PDF files, Digital models, Animations, 3D maps, etc ;
  - The alignment of tools and approaches used by national projects and the standardization of map products to be developed (screening, legends, etc.), so that they are easily integrated in the data dissemination and knowledge sharing system. This would include the adoption of internationally recognized metadata standards;
  - The contribution to the regular updating of the information sharing and disseminating tools through the release of maps, statistics, training modules, reports, etc. This would include the production of metadata sheets for each resource to facilitate access and research of information.
- **Contribute to the OSS activities on remote sensing and geographic information systems.**

## 2.2. Other activities of the GIS/RS Unit

The Expert will be mainly involved in the execution and support of the GIS/RS Unit activities, with the possibility of being called by other OSS Units and Departments. He/she will thus contribute to strengthening the OSS overall synergy and teamwork spirit.

Finally, the Expert will be strongly involved in the projects that are being executed, namely:

- The development of the land cover map of Africa;
- Monitoring the land degradation monitoring continental platform elaboration;
- Supporting the country in terms of SDG indicator 15.3.1 reporting.

## 3. PROFILE SOUGHT

### Academic level

At least a Bac+5 graduate degree (Engineer or Master) in Geomatics, Environmental Science, Rural Engineering, Natural Resource Management, or any other related degree of equivalent level. The applicant must have proven professional skills, acquired with national, regional or international institutions; or in projects or programs promoting the benefits and potential of remote sensing, geospatial tools and applications in environmental monitoring, natural resource management, the generation and issuance of early warnings for various phenomena (drought, flood, bushfires, degradation of natural resources, etc.).

### Qualifications

- Perfect command of satellite image processing chains for the production of thematic knowledge, in particular land use mapmaking and its techniques and standards.
- Perfect command of new technologies (Cloud Computing, Machine Learning, etc.) and their geospatial applications for the development of thematic products (Google Earth Engine, programming in Anaconda and Python environments, etc.).
- The necessary skills in the implementation of GIS applications or projects and in the management of geospatial information, including a perfect command of GIS software (ArcGIS and/or MapInfo, QGIS, Illustrator, etc.), remote sensing (ERDAS, ENVI, OTB...), statistical analysis (R, Matlab, Stata...), as well as interactive WebMapping and WebGIS mapping applications (ArcGIS server, GeoServer, OpenLayers, GeoNetwork, and OGC specifications...).
- Experience in developing guidelines and training manuals/guides.

## Professional skills

The applicant must have the following conditions to meet:

- Willing to work with people of different nationalities and cultures and to travel to different countries in the OSS area of action;
- Willing to work in a team; under pressure, with team spirit;
- Structured with results-oriented planning;
- Excellent communication and presentation written and oral skills;
- Perfect command of the English and French languages;
- Great capacity for analysis, summary and writing.

## 4. REMUNERATION

The net monthly remuneration will be communicated later.

The OSS covers the contributions of the selected Expert to the OSS insurance. This insurance covers group risks for illness, disability and death, as well as individual personal accident and travel insurance.

## 5. TYPE OF CONTRACT AND PLACE OF WORK

The successful candidate will have a one-year service contract, renewable by mutual agreement of both parties. It is expected that the Geomatics Expert will start work in May 1st, 2023.

The Geomatics Expert will be employed on a full-time basis at the OSS premises according to the agreed working hours.

## 6. COMPOSITION OF THE APPLICATION FILE

The application must include the following elements:

- A signed Curriculum Vitae describing the applicant's education and similar activities as well as his/her professional experience, in accordance with the OSS model: [\[OSS CV Template\]](#);
- National identity card or passport copy;
- Letter of motivation in English and French, signed;
- Copies of diplomas obtained;
- The candidate may attach to his/her file any document deemed interesting.

## 7. SUBMISSION PROCEDURE AND DEADLINE

Applications must be sent by e-mail to the following address: [procurement@oss.org.tn](mailto:procurement@oss.org.tn). Applications sent electronically must contain in the subject line: "Call for applications: Recruitment of a Geomatics Expert [AC/OSS/CELL.SIG&TELEDETECTION\_EXPTGÉOMATIQUE/240223-5]".

Deadline for receipt of applications: **28 March 2023 at 23:59 (Tunis time)**.

Female candidates are encouraged to apply.

## 8. EVALUATION OF APPLICATIONS

Applications received by the deadline will first be evaluated at the technical level on the basis of the files submitted.

Applicants who have obtained a technical score of at least 70/100 points on the file will be invited in due course to oral interviews at the OSS premises if possible, if not by video-conference.

The resulting evaluation of the oral interviews is to be weighted with the technical marks of the files to determine the final marks.

$$Nf = (Ntt + No)/2$$

with

Nf : Final score

Nt: Technical score of the files

No: Oral interview score

## 9. SCORING SYSTEM

Diplomas (Qualifications in the required fields)	<b>15 points</b>
Professional experience and references (NB: Only experience proven by a certificate will be considered)	
<ul style="list-style-type: none"> <li>Seniority</li> </ul>	<b>15 points</b>
<ul style="list-style-type: none"> <li>Relevant technical professional references</li> </ul>	<b>45 points</b>
Languages spoken	<b>10 points</b>
Degree of motivation	<b>10 points</b>
Organisation and presentation of the application	<b>05 points</b>
<b>Grand total</b>	<b>100 points</b>

The result of the call for applications evaluation will be published on the OSS website.