

National Investment Corporation

**YOUNG PROFESSIONALS RECRUITMENT PROGRAM
OF THE NATIONAL INVESTMENT CORPORATION
(NIC)**

Public Version

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I - CONCEPT OF THE YOUNG PROFESSIONAL PROGRAM

Recruitment program of Young Professionals by the National Investment Corporation is based on a concept initiated by the World Bank several years ago and called "young professionals program".

This program is presented in a very specific form. As such, it does not fit into the traditional process of hiring staff. Its purpose is rather to create conditions conducive to the identification of skills that can be recruited. It has two major aspects: special assignments and specialized training. It is sanctioned by an assessment that allows the company to identify young professionals to hire.

Young professionals recruited under this program are not required at the end of their contracts to work for NIC. Their recruitment is negotiated.

The recruitment program for young professionals is presented below:

II-HIGHLIGHTS OF THE "young professionals program"

2.1-Objectives:

The recruitment program for young professionals has the following objectives:

Overall Objectives

- Attracting the best brains to NIC to promote the new image of the company and ensure its influence.
- Rebuilding the human resource of NIC and ensure the sustainability of the institution

Specific objectives

- Identify highly qualified young professionals, with capabilities relevant to business and professional requirements of NIC;
- Give young professionals the opportunity to learn through special assignments and on the job learning.
- Hire those Young Professionals who are highly qualified and motivated and are up to the principles and values of NIC.

2. **Length of "Young Professionals Program":** 5 years, renewable after evaluation
3. **Number of young professionals to recruit the first year:** 06

This number will vary by year depending on the results of the first batch.

2.4-Contract Period : 2 years maximum

2.5-Maximum age for applicants: 30 years

2.6-candidates Nationality: Cameroonian

2.7-Level of education : Master's degree (05 years university) minimum

2.8-Skills relevant to the program: Those belonging to the areas of NIC operations (see attached table).

2.9-Language: French or English. Fluency in the other language is an asset.

III – QUALIFICATIONS RELEVANT TO THE NIC PROGRAM :

III.1-GENERAL QUALIFICATIONS:

Master's degree minimum in one of the fields belonging to the areas of operations of the NIC.

III.2-SPECIFIC QUALIFICATIONS

III.2.1 Basic Training:

Preference will be given the basic training below or any other training deemed relevant:

- Engineering
- Economy
- Finance
- Accounting
- Business Law
- Social sciences
- Environment

III.2.2 Major in Business Administration:

- Marketing and Trade
- Business Analyst (assessment of industrial projects)
- Company Valuation
- Finance
- Accounting
- Organizational Management
- Operations Management
- Supply Chain and Logistics
- Organizational diagnosis
- Communication and Public Relations
- Project Implementation
- Business Law
- Management of mining projects
- Management of Agricultural Projects
- Human Resource Management
- Technologies of Information and Communication
- Auditing
- Controlling

IV - CONDITIONS OF EMPLOYMENT AND BENEFITS

IV.1-job

The young professional status is akin to that of a junior internal consultant. His stay in NIC is subject to a specific and thus predefined deliverables, developed in the various department of the company.

Young professionals are governed by special regulations. they are not used in line, but have special assignments to undergo with a minimum of autonomy under the supervision of a supervisor.

IV.2-Salaries and Benefits

Young professionals enjoy:

- Lump sum equivalent to the salary of an executive trainee of NIC,
- Health insurance and civil responsibility insurance
- Training / coaching.

V-SELECTION OF YOUNG PROFESSIONALS

The selection of candidates for young professionals is done by:

- Application File screening
- Professional test
- Interview

VI-CRITERIA FOR SELECTION

The young professionals will be selected based on:

- The outstanding academic credentials,
- The commitment and passion for the development of NIC and Cameroon
- The ability to communicate in written and spoken French or English, the practice of other language is an asset
- The team leadership skills suitable to work in positions of high responsibility in companies,
- Adaptability, ability for teamwork, under difficult conditions
- The concern with results
- Morality

VII-WORK PROGRAM AND SUPERVISION OF YOUNG PROFESSIONAL:

The work program has three components:

- Specific assignments
- Technical assignments in NIC group of companies,
- Technical and/or managerial training

Application requirements:

- A letter of motivation
- A detailed CV
- An application form is available on the website www.sni.cm,
- Three letters of recommendation,
- Copies of diplomas,
- A certificate of nationality.

Applications are only received by e-mail to:

sni@sni.cm.

Please refer to **"Young Professionals Program "**