



**CALL FOR INDIVIDUAL CONSULTANT - TO FACILITATE IMPLEMENTATION OF EARLY
RESPONSE MECHANISM TO SUPPORT THE CESSATION OF HOSTILITIES PEACE
AGREEMENT(COHA) IN THE AREA OF DATABASE SECURITY AND MANAGEMENT**

APP Ref: AUC/PAPS/CMD/CS/004

TERMS OF REFERENCE

1. Background

Following the break-out of violent conflict in the Tigray Region of Northern Ethiopia on 03 November 2020, the Chairperson of the African Union Commission, H.E. Moussa Faki Mahamat appointed H.E. Olusegun Obasanjo, former President of the Federal Republic of Nigeria, as the AU High Representative for the Horn of Africa on 26 August 2021. The Chairperson subsequently set up a High-Level Panel comprising H.E Olusegun Obasanjo, former President of the Federal Republic of Nigeria, H.E. Uhuru Kenyatta, former President of Kenya, and H.E. Dr Phumzile Mlambo-Ngcuka in September 2022, to specifically support all peace efforts in Ethiopia. After fourteen (14) months of sustained efforts to assist the Parties in finding a political solution to the conflict, the Government of the Federal Democratic Republic of Ethiopia - FDRE and the Tigray People's Liberation Front – TPLF), convened for their first direct Talks under the auspices of African Union-led process, culminating in the signing of the Agreement for Lasting Peace Through a Permanent Cessation of Hostilities (COHA) on 2 November 2022, in Pretoria, South Africa.

In the AU's effort to monitor the full implementation of the Agreement between the Parties, it established the African Union Monitoring, Verification and Compliance Mechanism (AU-MVCM) and subsequently launched the African Union Monitoring, Verification and Compliance Mission on 29 December 2023. The Joint Committee on 1 December 2023, concluded with both parties reaffirming their commitment to the full implementation of the Agreement, the need to expedite the Disarmament, Demobilization and Reintegration (DDR) and the resettlement of Internal Displaced Persons (IDPs), the imperative to launch a political dialogue to address outstanding issues from the COHA. The meeting proposed the extension of the mandate of the MVCM from 1 January to 31 December 2024. Consequently, the Chairperson of the AU Commission, H.E. Moussa Faki Mohamed, approved in December 2023 the sum of one million United States dollars (\$US 1,000,000) from the Crises Reserved Facility of the AU Peace Fund as a direct contribution to the DDR program under the Permanent COHA.

2. Objective of the Assignment

The consultant will contribute to the implementation of the COHA peace agreement through the Early Response Mechanism to support the works and activities of the National Rehabilitation Commission.

3. Scope of the Assignment

The consultant will provide support to the National Rehabilitation Commission in the areas of data security and management as well as provide, regular support/systems Maintenance.

4. Deliverables/ Reports and Schedule of Deliveries

The consultant will be required to provide the following key deliverables:

1. Provide support to the National Rehabilitation Commission in the implementation and management of the DREAM Application Database.
2. Provide solutions for proactive improvement of IT systems and defensivemeasures against cyber threats.
3. Identifying security weaknesses in the database system through simulated attacks (penetration testing) and vulnerability scanning.
4. Continuously identifying possible threats and security solutions.
5. Assessing the security risks associated with migrating to a cloud-based solution, and recommending data encryption protocols and access controls.
6. Sensitizing the NRC staff on cyber security best practices to prevent social engineering attacks and phishing attempts.
7. Establishes regular communication with the NRC & AU Senior DDR officer, MVCM, the strategic cell within the department of PAPS as well as the Head DDR and SSR Division.
8. Perform other duties as assigned by the supervisor.

In this regard, the Consultant is required to submit the following reports

- i. Inception Report to be submitted at the start of the Assignment
- ii. Mid-term Report
- iii. Final Report

5. Duration of the Assignment

The assignment shall commence in May 2024 and be finalized before the end of December 2024.

6. Consultancy Fee

The total fee for this Consultancy is a lump sum of up to Forty-Nine Thousand Seven Hundred Seven US Dollars (\$49,707). The payments will be made in installments based upon outputs/deliverables specified in the TOR and upon certification of satisfactory work as per the work plan and endorsed by the AUC and the NRC.

The payment schedule is arranged as follows:

- 20% on the submission and approval of an initial Report.
- 40% on submission of a mid-term report.
- 40% on submission and acceptance of the final report

7. Governance and Support by the African Union

The Database Security and Management Consultant reports to the National Rehabilitation Commission and the MVCM strategic coordination cell under the supervision of the DDR/SSR Division of the Governance and Conflict Prevention (GCP) within the Department of Political Affairs, Peace and Security (PAPS) at the AUC Headquarters.

8. Qualification and Experience

The consultant is expected to fit the following profile:

- a) A bachelor's degree in information technology, software or computer engineering or other related disciplines.
- b) Minimum of 8 years of combined proven relevant experience in database, cyber security, and management.
- c) Strong knowledge of database technologies (e.g., SQL, NoSQL) and programming languages (e.g., SQL, Python).
- d) Experience with data migration, backup, and recovery processes.
- e) Familiarity with various cyber threats and mitigation strategies;
- f) Proven experience in Security assessments, penetration testing, and vulnerability scanning.
- g) Understanding of security best practices, frameworks, and compliance standards (e.g., ISO 27001, PCI DSS).
- h) Familiarity with data privacy laws and best practices in data security.
- i) Excellent analytical, problem-solving, and communication skills.
- j) Previous experience with Government, peacekeeping missions, and regional or international organizations is desirable.
- k) Fluency in English both spoken/written, and knowledge of another AU official language will be an added advantage.

9. EVALUATION AND SELECTION CRITERIA

For evaluation of the submission, the following criteria will be applied:

Criteria	Points
Education Qualifications	40
Experience relevant to the assignment	40
Time & activity schedule/Work plan	10
Language skills	10
TOTAL	100

Minimum score is 70 points (pass mark).

The Individual Consultant will be selected under the Fixed Budget selection method where the Consultant who has scored the highest points within the set pass mark and within the fixed budget stated, will be selected for award of contract.

10. Confidentiality

The information shared with the consultant is confidential and shall not be disclosed to anyone else or used in any other publication. The consultant must refrain from using any of

the information shared in other publications. The final product of the consultancy will be submitted to the PAPS for approval by the appropriate policy Organs. The PAPS reserves the right to amend the final documents before their submission for approval and owns the final products.

11. LETTER OF INVITATION

The African Union Commission now invites eligible Individual Consultants to express their interest to undertake the assignment. Interested candidates must provide information demonstrating that he/she has the required qualifications and relevant experience to undertake the assignment.

Documents required:

- Cover letter - Understanding of the assignment / TOR
- Curriculum Vitae (CV) and certified copies of academic qualifications
- Contacts of atleast two most recent work-based referees.
- Your financial quote

Further clarifications can be obtained at: tender@africa-union.org with Cc: IsaacS@africa-union.org during office hours 8:00-17:00 hours Local Time. Always quote the APP Reference.

Proposals should be submitted by email to the address below, no later than **3.00pm** Addis Ababa time on **14th May 2024**. Proposals received after the deadline will be rejected.

The Head, Procurement, Travel & Stores Unit
African Union Commission, Addis Ababa, Ethiopia
Building C, 3rd Floor; Tel +251115517700;
Email; tender@africa-union.org
Cc: IsaacS@africa-union.org