



**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)**

Country: Ethiopia

Name of Project: Eastern and Southern Africa Girls' Empowerment and Resilience (EAGER) programme

Grant No: P179293

Assignment Title: Individual Consultant as Financial Management Specialist

Reference No. ET-AUC-510164-CS-INDV

The African Union Commission has received financing from the World Bank toward the cost of *Eastern and Southern Africa Girls' Empowerment and Resilience (EAGER) programme* and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") include to support the Regional Programme Coordinator on managing all financial aspects of the EAGER programme, ensuring compliance with AUC and World Bank financial policies and procedures.

Specific tasks include:

- Support the Regional Programme Coordinator on, managing all financial aspects of the EAGER programme, ensuring compliance with AUC and World Bank financial policies and procedures:
- Develop and manage the EAGER programme budget in collaboration with programme stakeholders.
- Monitor programme expenditures and ensure alignment with approved budgets and work plans.
- Provide financial projections and forecasts to support programme planning and decision-making.
- Prepare accurate and timely financial reports for the Technical Working Group (TWG), Project Management Team (PMT), Project Steering Committee (PSC), and donors.
- Ensure compliance with African Union financial regulations and World Bank requirements.
- Oversee financial audits, resolve any audit queries, and implement recommendations.
- Manage disbursement processes to ensure timely and accurate payments.
- Monitor cash flow and ensure the availability of funds for programme activities.
- Reconcile programme accounts and ensure accuracy in financial records.
- Provide training and support to programme staff and implementing partners on financial management policies and procedures.
- Develop tools, templates, and guidelines for financial planning, monitoring, and reporting.
- Identify financial risks and propose mitigation measures to ensure sound financial practices.

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- Strengthen internal controls to safeguard programme assets and ensure accountability.
 - Conduct regular financial reviews to identify and address anomalies.
 - Collaborate with AUC operational units, Member States, and donors to align financial management practices.
 - Provide financial updates and analyses to stakeholders during key meetings and events.
 - Performing any additional tasks assigned by the Project Coordinator not stipulated in these TORs.

The detailed Terms of Reference (TOR) for the assignment are attached to this Request for Expression of Interest.

The African Union Commission now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

The consultant must possess the following qualifications:

- Master’s degree in finance, Accounting, Business Administration, or a related field.
- Professional certification such as CPA, ACCA, or equivalent is highly desirable.
- At least five years of experience in financial management, preferably in international development or donor-funded programmes.
- Strong knowledge of financial regulations, policies, and procedures of international organizations.
- Proven track record in preparing budgets, financial reports, and conducting audits.
- Excellent analytical skills and attention to detail.
- Familiarity with the financial management context in Africa is an advantage.
- Experience working in and or knowledge of the development context of the African continent.
- Willingness and ability to travel

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, revised November 2020 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant selection method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours *i.e. 0900 to 1700 hours*.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by **15 September 2025**

African Union Commission,
Attn: Head of Supply Chain Management Division

Building C, 3rd Floor,
P.O Box 3243, Roosevelt Street
Addis Ababa, Ethiopia
Tel: +251 (0) 11 551 7700 – Ext 4305
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TERMS OF REFERENCE

FINANCIAL MANAGEMENT SPECIALIST

REF: ET-AUC-510164-CS-INDV

1. Background

The African Union Commission (AU) and the World Bank Group have established a strategic partnership and an extensive collaboration in various areas over the past years. Following increased engagement between the Commission and the World Bank, existing collaborations and new programmes on gender equality and women's empowerment (GEWE) have been established. In 2023, the AUC and World Bank signed an agreement to implement the East and Southern Africa Girls' Empowerment and Resilience (EAGER) project, to be implemented from 2024 to 2029. The project provides a platform to directly collaborate with AU Member States across Eastern and Southern Africa on women and girls' empowerment.

The EAGER project seeks to increase girls' and women's educational attainment and earnings and to strengthen the institutional capacity to implement gender equality policies. The programme components include boosting human capital accumulation, enabling access to productive employment, and building the enabling environment to generate change across both formal and informal institutions including development of policies and regulatory frameworks, markets, and social norms that support the adoption of progressive gender equality reforms.

2. Goals and Objectives

Engaging three units of the African Union Commission¹, the regional GEWE programmes seek to expand girls and women's empowerment in Africa, with strengthened AU Member States accountability on the elimination of violence against women and girls; and increased girls and women's financial inclusion as part of the [AU Decade \(2020 – 2030\)](#); and promoted innovation, capacity building and engagement of young people.

3. Duty Station

The Financial Management Specialist is expected to be based in Addis Ababa, Ethiopia at the African Union Headquarters specifically within the Finance Directorate. He/She shall avail time for any travel pertinent to EAGER as requested by the Women, Gender and Youth Directorate (WGYD), and/or the Department of Health, Humanitarian Affairs and Social Development (HHSD), and/or the African Union International Centre for Girls and Women's Education in Africa (AUCIEFFA).

4. Scope of Work

¹ The Women, Gender and Youth Directorate (WGYD), Department of Health, Humanitarian Affairs and Social Development (HHSD); the African Union – International Centre for the Education of Girls and Women in Africa (AU/CIEFFA).

4.1. **The Financial Management Specialist is responsible for:**

- a) Support the Regional Programme Coordinator on, managing all financial aspects of the EAGER programme, ensuring compliance with AUC and World Bank financial policies and procedures:
- b) Develop and manage the EAGER programme budget in collaboration with programme stakeholders.
- c) Monitor programme expenditures and ensure alignment with approved budgets and work plans.
- d) Provide financial projections and forecasts to support programme planning and decision-making.
- e) Prepare accurate and timely financial reports for the Technical Working Group (TWG), Project Management Team (PMT), Project Steering Committee (PSC), and donors.
- f) Ensure compliance with African Union financial regulations and World Bank requirements.
- g) Oversee financial audits, resolve any audit queries, and implement recommendations.
- h) Manage disbursement processes to ensure timely and accurate payments.
- i) Monitor cash flow and ensure the availability of funds for programme activities.
- j) Reconcile programme accounts and ensure accuracy in financial records.
- k) Provide training and support to programme staff and implementing partners on financial management policies and procedures.
- l) Develop tools, templates, and guidelines for financial planning, monitoring, and reporting.
- m) Identify financial risks and propose mitigation measures to ensure sound financial practices.
- n) Strengthen internal controls to safeguard programme assets and ensure accountability.
- o) Conduct regular financial reviews to identify and address anomalies.
- p) Collaborate with AUC operational units, Member States, and donors to align financial management practices.
- q) Provide financial updates and analyses to stakeholders during key meetings and events.
- r) Performing any additional tasks assigned by the Project Coordinator not stipulated in these TORs.

5. **Deliverables**

With guidance and supervision of the Regional Programme Coordinator, the Financial Management Specialist will.

- a) Annual budgets and financial plans developed and approved within the first three months of appointment.
- b) Timely and accurate financial reports submitted quarterly and annually.
- c) Training sessions and guidelines for programme staff and implementing partners on financial management practices.
- d) Comprehensive audit reports with actionable recommendations.

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- e) Regular cash flow statements and reconciliations.
 - f) Risk assessment and mitigation plans updated regularly.

6. Reporting and Supervision

The Financial Management Specialist will report to the Regional Programme Coordinator and work under the supervision of the Finance Directorate of the African Union Commission.

7. Travel Expenses

The Financial Management Specialist travel expenses shall be covered by the African Union Commission in accordance with African Union Commission rules and regulations.

8. Qualifications and Work Experience Required

- a) Master's degree in finance, Accounting, Business Administration, or a related field.
- b) Professional certification such as CPA, ACCA, or equivalent is highly desirable.
- c) At least five years of experience in financial management, preferably in international development or donor-funded programmes.
- d) Strong knowledge of financial regulations, policies, and procedures of international organizations.
- e) Proven track record in preparing budgets, financial reports, and conducting audits.
- f) Excellent analytical skills and attention to detail.
- g) Familiarity with the financial management context in Africa is an advantage.
- h) Experience working in and or knowledge of the development context of the African continent.
- i) Willingness and ability to travel.

9. Language Requirement

The Financial Management Specialist should be proficient in English and at least one of the African Union working languages. Good command of French and/or Portuguese is an advantage.

10. Terms of Payment and Duration

The Financial Management Specialist shall be remunerated based on experience, task load and will be guided by AUC considerations on equivalent professional level and rates. The contract

will be covering a 12-month period, with the possibility to extension based successful performance.

11. Services /Facilities to be Provided by the Client

The following shall be made available by the AUC.

- Office accommodation.
- Computer, Photocopying, Stationary.
- Facilitation of Visa and
- Internet Access