

AFRICAN UNION

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**RANKED POOL OF PRE-QUALIFIED CANDIDATES FOR THE ELECTION OF  
TWO (2) AFRICAN UNION (AU) COMMISSIONERS, NAMELY,  
COMMISSIONER FOR EDUCATION, SCIENCE, TECHNOLOGY AND  
INNOVATION; AND COMMISSIONER FOR HEALTH, HUMANITARIAN  
AFFAIRS AND SOCIAL DEVELOPMENT**

**PURSUANT TO DECISION EX.CL/Dec.1125 (XXXVIII)**

1. At its Eleventh Extraordinary Summit on 17 and 18 November 2018 on Institutional Reform, the African Union (AU) Assembly of Heads of State and Government established a new structure and process for the selection of the Senior Leadership of the African Union Commission (AUC).
2. In its decision, **Assembly/AU/Dec.761(XXXIII) paragraph 2**, the Assembly appointed the Panel of Eminent Africans from the following regions:
  - a) Central Africa: Amb. Philemon Yang (Cameroon)
  - b) East Africa: Amb. Kongit Sinegiorgis (Ethiopia)
  - c) Southern Africa: Amb. Tuliameni Kalomoh (Namibia)
  - d) West Africa: Hon. Hassan Bubacar Jallow (The Gambia)
3. The Northern region did not nominate a representative.
4. At the 38th Ordinary Session of the Executive Council held on 3 and 4 February 2021, the Council took note of the Report of the Commission on the Election and Appointment of six (6) Commissioners of the African Union Commission.
5. At the said session, the Executive Council elected and appointed four (4) Commissioners of the African Union Commission for a term of four (4) years for the portfolios of Agriculture, Rural Development, Blue Economy and Sustainable Environment; Economic Development, Trade, Industry and Mining; Infrastructure and Energy; and Political Affairs, Peace and Security.

6. At its Ordinary Session, the Executive Council decided (**EX.CL/Dec.1125 (XXXVIII), paragraph 4**), that the Commissioner for Education, Science, Technology and Innovation and the Commissioner for Health, Humanitarian Affairs and Social Development will be elected at the June/July 2021 Ordinary Session of the Executive Council and the outgoing Commissioners, H.E. Sarah Anyang Agbor and H.E. Amira Elfadil Mohamed Elfadil shall be acting in the said positions.
7. The Council further decided (**EX.CL/Dec.1125 (XXXVIII), paragraph 5**) that the candidates to be elected shall be from amongst male candidates from the Northern Region and female candidates from the Western Region, respectively, in accordance with the provisions of the Statutes of the Commission as well as the Rules of Procedure of the Assembly.
8. Furthermore, in its decision, **EX.CL/Dec.1125 (XXXVIII), paragraphs 6 and 7**, the Executive Council recalled Assembly decisions **Ext/Assembly/AU/Dec.1 (XI)** and **Assembly/AU/Dec.761 (XXXIII)** and approved the following timelines:
  - a. Commission to communicate to Member States to submit candidates - February to March 2021;
  - b. Submission of Candidates by Member States - March to April 2021;
  - c. Assessment of Candidates by the Panel - April to May 2021; and
  - d. Circulation of Pre-qualified Candidates to Member States - June 2021.
9. In line with the extended mandate of the Panel, the following deliverables were identified for this assignment:
  - a) A ranked list of pre-selected candidates; and
  - b) A report of the assessment process.
10. The Panel was technically assisted by the independent African Firm, PricewaterhouseCoopers Associates Africa Limited (Mauritius) (PwC), that supported the Panel in the pre-selection of the Senior Leadership of the African Union Commission pursuant to decision, **EXT/Assembly/AU/Dec.1**.
11. In accordance with its mandate, the Panel, assisted by the Firm, ensured that the assessment process for candidates nominated for the portfolio of Education, Science, Technology and Innovation and the portfolio of Health, Humanitarian Affairs and Social Development was credible, transparent, competitive and effective.

12. On 7 May 2021, the Office of the Legal Counsel of the African Union transmitted to the Panel a total of nine (9) nominations from the Northern and Western regions for the two (2) Commissioner posts as summarised below:

	Portfolio	Number of applications received	Region	Gender
A	Education, Science, Technology and Innovation	8	Northern	Male
B	Health, Humanitarian Affairs and Social Development	1	Western	Female
	<b>Total</b>	<b>9</b>		

Table 1: Number of applications received per portfolio

13. In line with the decision, **Ext/Assembly/AU/Dec.1(XI), paragraph 16 and 19(b)**, the Panel undertook an initial review of the nine (9) applications and CVs, including their vision statements against the minimum criteria outlined in the job profiles. The minimum requirements for the portfolios as outlined in the published job profiles were as follows:

	Portfolio	Minimum Requirements
A	Education, Science, Technology and Innovation	<ul style="list-style-type: none"> <li>• Master's degree in Education, Science and Technology, Social Sciences or closely related field from a recognized institution.</li> <li>• A PhD in Education, Science and Technology, Social Sciences or closely related field from a recognized institution is an added advantage</li> <li>• Not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public</li> </ul>

	Portfolio	Minimum Requirements
		<p>service, international or regional institution.</p> <ul style="list-style-type: none"> <li>• Proficiency in one of the AU working languages. Fluency in another AU working language is highly desirable.</li> </ul>
B	Health, Humanitarian Affairs and Social Development	<ul style="list-style-type: none"> <li>• Master's degree in Medical or Health Sciences, Social Sciences, Development Studies, or closely related field from a recognized institution.</li> <li>• A PhD in Health Sciences, Public Health, Social Sciences, Development Studies, or closely related field from a recognized institution is an added advantage</li> <li>• Not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.</li> <li>• Proficiency in one of the AU working languages. Fluency in another AU working language is highly desirable.</li> </ul>

**Table 2: Minimum academic, professional and experience requirements per portfolio**

14. Following the initial review, the Panel found that four (4) applicants did not meet the minimum requirements. The Panel thus invited five (5) applicants for further assessment.

15. The five (5) candidates invited for further assessment are as follows:

	Portfolio	Number of applications received	Number of candidates progressed for interviews
A	Education, Science, Technology and Innovation	8	4
B	Health, Humanitarian Affairs and Social Development	1	1
	<b>Total</b>	<b>9</b>	<b>5</b>

Table 3: Summary of candidates shortlisted

16. The candidates who progressed for interviews are classified by region in the table below.

Region	Number of candidates received	Number of candidates progressed
Northern	8	4
Western	1	1
<b>Total</b>	<b>9</b>	<b>5</b>

Table 4: Comparative analysis of number of candidates received and progressed by region

17. Out of the five (5) candidates who progressed to the assessment stage, one (1) was female while four (4) were male.

18. The assessment process comprised competency-based interviews, simulation exercises and psychometric assessments.

19. The Panel adopted its earlier ranking method with a pass mark of 70%. The candidates were classified according to their respective scores as follows:

Category	Ranking
A	90% and above
B	80% to 89%
C	70% to 79%

20. Following the assessment process, two (2) candidates scored 70% and above, while three (3) candidates scored below 70%.

21. The Panel agreed upon and submits, as set out below, the ranked shortlist of pre-qualified candidates for the election of Commissioners for the AUC at the June/July 2021 Ordinary Session of the Executive Council.

**I. Pre-qualified candidate for the post of Commissioner for Education, Science, Technology and Innovation**

	Name	Score	Country	Region	Gender
<u>Category A</u> (90% and above)	Belhocine Mohammed	91%	Algeria	Northern	Male
<u>Category B</u> (80%-89%)	None	N/A	N/A	N/A	N/A
<u>Category C</u> (70%-79%)	None	N/A	N/A	N/A	N/A

Table 5: Pre-qualified candidate for the post of Commissioner for Education, Science, Technology and Innovation

**II. Pre-qualified candidate for the post of Commissioner for Health, Humanitarian Affairs and Social Development**

	Name	Score	Country	Region	Gender
<u>Category A</u> (90% and above)	None	N/A	N/A	N/A	N/A
<u>Category B</u> (80%-89%)	None	N/A	N/A	N/A	N/A
<u>Category C</u> (70%-79%)	Minata Samate Cessouma	70%	Burkina Faso	Western	Female

Table 6: Pre-qualified candidate for the post of Commissioner for Health, Humanitarian Affairs and Social Development

22. A report will be submitted to the AU Assembly of Heads of State and Government at its Thirty-Fifth (35th) Ordinary Session.

23. Submitted by the Members of the Panel of Eminent Africans for the Selection of candidates for the position of Commissioner for Education, Science, Technology and Innovation and the position of Commissioner for Health, Humanitarian Affairs and Social Development in the English language, it being the authentic text.

24. Done on the Thirty First day of May 2021.

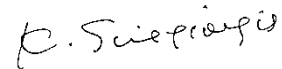
Ambassador Philemon Yang

Signature : \_\_\_\_\_



Ambassador Kongit Sinegiorgis

Signature : \_\_\_\_\_



Ambassador Tuliameni Kalomoh

Signature : \_\_\_\_\_



The Honourable Hassan Bubacar Jallow Signature : \_\_\_\_\_



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2021-09-27

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