

# **PAN AFRICAN INTITUTE FOR DEVELOPMENT – WEST AFRICA (PAID-WA)**



## **ORGANISATIONAL PROFILE**

**August 2015**

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## **A. ORGANIZATIONAL PROFILE**

**NAME:** Pan African Institute for Development – West Africa

**ACRONYM:** PAID-WA

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**FOUNDER:** Dr. Fernand Vincent

**YEAR OF ESTABLISHMENT:** 1969

**REGISTRATION NO:** Decree No. 72-274 of 3<sup>rd</sup> June 1972

## **1. MISSION STATEMENT**

To foster or support economic, social and cultural development of African countries through action – research, support – consultancy and training of African officials to enable them assume responsibilities at various levels, in order to achieve self – development and improve their living conditions.

## **2. VISION**

To be the reference centre for concerted, decent and sustainable economic, social and cultural development of the African continent bringing together in every country all persons without distinction of race, nationality, religious origin, or belief and the association shall not accept gifts, grants or contributions from any public or private institution which is subject to a condition contrary to its political and religious neutrality.

## **3. CORE VALUES**

- Excellence,
- Field Orientation,
- Professionalism,
- Political and Religious Neutrality

## **4. GOVERNANCE AND STRUCTURE**

PAID-WA is one of the five (5) regional institutes that form part of the network of a non-profit making international association designated Pan African Institute for Development (PAID) governed by Article 60 and following the Swiss Civil code.

The network is managed by a General Secretariat endowed with two offices, one in Geneva responsible for partnership with the partners of the North as well as the agencies of the United Nations System and another based at Yaoundé in Cameroon.

The five Regional Institutes are responsible for:

- The training of top executive officials
- The support-counseling
- The Management of the projects/consultancy
- Action – Research



**Figure 1: PAID Network**

The statutory organ is made of the

1. The community of Members
2. The Governing Council
3. The Executive committee
4. The Management Committee
5. The General Secretariat
6. The Regional Institutes

**Table 1: The Organisational Structure of PAID**

Organ	Composition	Responsibility
<b>The community of Members</b>	<ul style="list-style-type: none"> <li>• Founding members of the Association;</li> <li>• Individuals willing to cooperate for the achievement of the Association's objectives</li> </ul>	<p>Makes proposals in connection with the life and development of the association and elects members of the governing council</p>
<b>The Governing Council</b>	<p>The Governing Council comprises of;</p> <ul style="list-style-type: none"> <li>• Two (2) members elected from each African region</li> <li>• Four (4) elected members from the following regions: Asia, Europe, North America and Latin America.</li> </ul>	<ul style="list-style-type: none"> <li>• Revise the Statutes and the Internal Rules and Regulations of the Association;</li> <li>• Receive and review annual financial reports and endorse financial statements of the Association;</li> <li>• Approve annual budgets;</li> <li>• Approve human resource development policy, strategic plans, funding-related activities, development programmes, and their implementation</li> </ul>
<b>The Executive Committee</b>	<p>The Executive Committee consists of seven (7) elected members namely:</p> <ul style="list-style-type: none"> <li>• One (1) president as the chairperson of the Governing Council;</li> <li>• Two (2) vice presidents of the Governing Council;</li> <li>• Three (3) other members elected by the Governing Council;</li> <li>• The Secretary General AS an ex-officio member of the Executive Committee.</li> </ul>	<p>Ensure a proper and judicious implementation of the decisions and recommendations of the Governing Council;</p>
<b>The General Secretariat</b>	<p>The General Secretariat is the administrative and coordinating organ of the Association.</p> <p>The General is headed by a Secretary General assisted by Regional Directors and the Internal Auditor.</p>	<p>The Secretary General fosters and ensures respect for good governance and the democratic principles of the Association.</p>
<b>The Management Committee</b>	<p>It comprises of the Secretary General, the chairperson and Regional Directors.</p>	<p>The Management Committee is the management organ of the Association.</p> <p>It proposes to the Executive Committee the pedagogical orientations, research programmes and strategic plans</p>

Organ	Composition	Responsibility
<b>The Regional Institutes ( R- PAIDs)</b> <ul style="list-style-type: none"> <li>- PAID-WA</li> <li>- PAID- AC</li> <li>- PAID – AOS</li> <li>- PAID – AN</li> <li>- PAID - ESA</li> </ul>	<p>Regional Institutes are the operational units</p> <p>Regional Institutes are headed by a Regional Director assisted by a Dean of Studies.</p>	<p>Responsible for the implementation of the organisation’s policies and strategic plans.</p>
<b>Regional Scientific And Pedagogic Committee (R-SPCs)</b>	<p>The R-SPC is the organ of the R-PAIDs. It is made of a president, vice president, Persons from the R-SPCs (including R-PAIDs Directors), Representative of trainers and researchers of R-PAIDs, external prson and the Secretary General.</p>	<p>The R - SPCs are charged with the responsibilities of looking into the scientific and pedagogic matters of the R-PAIDs.</p>

## 5. HISTORY AND OBJECTIVES

### History

The Pan African Institute for Development (PAID) began operations in 1965 with the establishment of a school for staff in Douala known as “Ecole de Cadres de Douala”. This school was charged with the responsibility of training middle staff for rural development, who will serve as intermediaries between farmers and African elites and which Africa needed at that time for the management and planning of local and regional development projects. This idea/project to be operationalised by PAID was created through the dynamism of Fernand Vincent, the main founder of the project which he called **Pan African Institute for Development (PAID)**. He was equally the facilitator and the fund raiser for the project. The primary goals of his initiative was to: forecast the development of African populations, with emphasis on the majority of Africans in rural areas deprived of development, to understand the reasons for their situation and identify ways to enable these deprived rural populations address their development challenges with dignity and prosperity.

Following the idea of Fernanty Vincent, PAID became operational through the commitment of a group of people who were keen to contribute towards the enhancement of the expertise and capacity of Africa for sustainable development.

**PAID - WA** as an arm of international Pan African Institute for Development (an international non-governmental organization created in 1964), was established 1969 to promote this idea by promoting sustainable development through training, research and advisory services at regional, country, organizational and community levels working in close collaboration with government, NGOs, civil society organizations (CSOs), institutions as well as international communities. PAID-WA activities cut across Anglophone Africa, particularly the West African counties of Liberia, Sierra Leone, The Gambia, Ghana, Nigeria and Cameroon.

PAID-WA has distinguished itself in standard and professionalism in various aspects of sustainable development and management at governmental, private and community levels with qualified multi dimensional staff from various cultural backgrounds for its diverse programmes.

PAID –WA’s extensive knowledge of the local context and skills in capacity development required for the design and facilitation of intervention and study programmes has been the guiding force in establishing the health and development programme in PAID-WA. As an international organization with relevant expertise, PAID-WA has the potential to support health policy and build capacities of institutions for effective and efficient health service delivery.

## **Objectives**

**PAID-WA’s** The focal points are entities that represent the regional institutes in various countries covered by them e.g. Learning Support Centres (LSC). Their areas of intervention are limited by country or city. They usually have the following functions:

- Promoting the activities of regional institutes;
- Advocacy with technical and financial partners in America and Europe;
- Organizing delocalized activities (examinations and competitive entrance examination, Training, Projects).



## 6. ACADEMIC/TRAINING PROGRAMMES

PAID-WA operationalizes its capacity building mandate through a range of academic programmes and professional trainings. Short professional/vocational training courses designed for hands – on skills range from tailor – made courses to specialised development course of 3 days to 6 months duration.

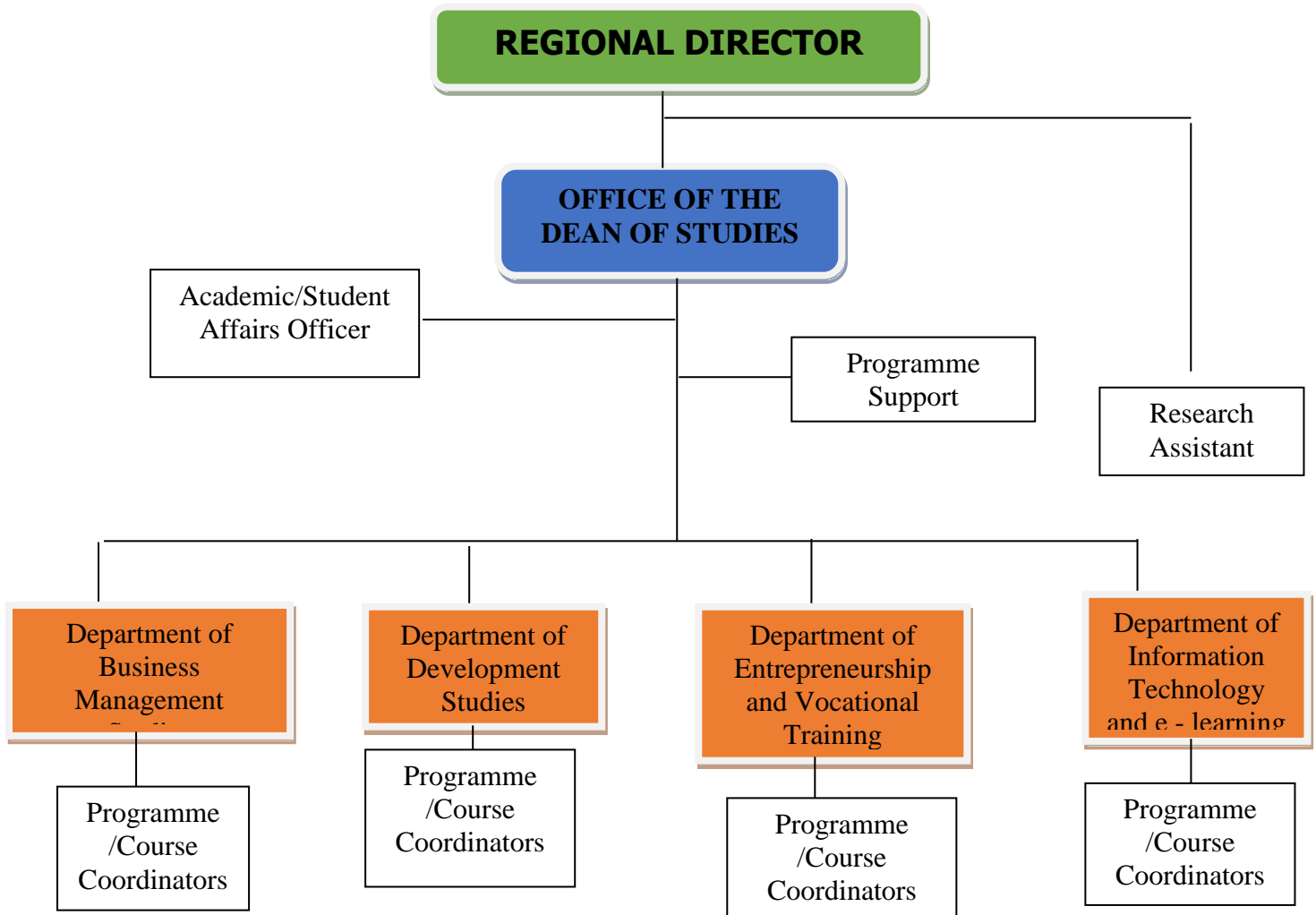
### 6.1 SUMMARY PROGRAMMES

Level	Programmes*	Duration	DEPARTMENT			
			Business Management Studies	Development Studies	Entrepreneurship and Vocational Training	Information Technology and e – learning
Certificate level	Tailor – made courses	3 days – 3 weeks	✓	✓	✓	
	Short courses	1 Month	✓	✓	✓	✓
	Specialised Development Courses	2 – 3 Months	✓	✓	✓	✓
Undergraduate Level	Diploma	6 Months	✓	✓	✓	✓
	Advanced Diploma	12 Months	✓			
	Graduate Diploma	18 Months	✓			
	Higher Technical Diploma	9 months to 3 years		✓		
Postgraduate Diploma Level	Postgraduate Diploma programmes	12 Months	✓	✓		
Masters Level	Master of Arts	1 year to 18 Months	✓	✓		
	Masters of Science		✓	✓		
	Masters in Business Administration		✓	✓		

\* Details of the courses can be obtained from PAID-WA website or brochures on Campus

## 6.2 PROGRAMMES MANAGEMENT

These programmes are managed in four(4) departments supervised by the office of the Dean of Studies. The Regional Director provides general oversight to teaching and research.



## **6.3 PROGRAMMES DESCRIPTIONS**

Academic programmes are of longer duration ranging from 9 months to 3 years. Academic programmes are classified thus:

### **6.3.1 Certificate Programmes**

The certificate programs are centered on specific areas and topics to meet professional and continuing education needs of individuals seeking to learn more these specific fields. The courses are geared towards current students, non-degree seeking students, professionals at all levels. The courses are also appealing to social entrepreneurs and small business owners. Generally the primordial aim of certificate programs is to enhance employability of individuals in diverse expertise.

### **6.3.2 Undergraduate Programs**

Created since 1969, the activities of PAID-WA have been specifically focused in the area of development. The Institute has over the years nurtured and developed the necessary experience, expertise and skills among both its internal and external resource persons, competent enough to handle development programmes at both the Diploma, Degree and Graduate levels.

As a necessity created by the demands of its immediate environment and to be able to start off its Master's Programmes PAID-WA created the Degree programme in Development Studies and Management studies to serve as a logical link between 1<sup>st</sup> Degree and Masters. In this light, the BSc in Development Studies is designed to be a feeder source for PAID-WA's Masters programmes.

### **6.3.3 Postgraduate Diploma programmes**

The Postgraduate Diploma programmes are interdisciplinary programmes both in content and teaching with core modules that introduces undergraduates and professionals to key debates on global development and poverty. The programmes expand knowledge, abilities and improve analytical skills for international development and business issues.

They were introduced to serve as a pathway to masters level studies especially where requisite background is weak or prior research knowledge is absent

### **6.3.4 Masters Programmes**

Recognising the relevance of a critical and theoretical understanding of the issues, processes and institutions central to the business world of today, the programmes are structured with a multidisciplinary approach to create opportunities for enhanced competencies and better practices that will shape the thinking of Africans on international poverty, the global business market and development. The programmes are designed so that students can have the conceptual and theoretical basis of development and business management.

Furthermore, an imperative and desired outcome of all the masters programmes is hands-on for employability in diverse spheres. This allows students to choose from a range of programmes, allowing them to tailor their studies according to personal and career interests.

## 6.4 PROGRAMME REQUIREMENTS

The admission, programme and graduation requirements vary for each of the study programmes.

Programme	Admission Requirements	Recommended Work Load	Minimum Candidature	Maximum Candidature	Graduation Requirements
<b>MA/MSc.</b>	<ul style="list-style-type: none"> <li>• A Bachelor's degree or recognized equivalent from an accredited institution.</li> <li>• A motivation letter of one page, double spacing.</li> <li>• Detailed research proposal of five pages.</li> <li>• A non-refundable fee of 25.000FCFA</li> <li>• Certified Copies of academic records</li> <li>• A Completed application form</li> <li>• Four (4) passport size photographs</li> <li>• A Medical report( not more than 3 months old)</li> </ul>	25 hours = 1 Credit Point	1 year (1 academic year)	2 years	Requires the satisfactory completion of all semesters and all courses A pass( at least 50%) in all courses Research project and thesis completed At least a G.P.A of 2.5 At least 120 credits earned
<b>PGD</b>	<ul style="list-style-type: none"> <li>• A Bachelor's degree or recognized equivalent from an accredited institution.</li> <li>• PAID-WA Higher Technical Diploma in Development Studies (HTDDS) with at least three years post qualification working experience.</li> <li>• Certified copies of academic records</li> <li>• A non-refundable fee of 20.000FCFA</li> <li>• A Completed application form</li> <li>• Four (4) passport size photographs</li> <li>• A Medical report (not more than 3 months old)</li> </ul>	25 hours = 1 Credit Point At least 30 credits for each semester	1 year (12 Calendar Months)	2 years (24 Calendar Months)	Requires the satisfactory completion of all semesters and all courses A pass( at least 50%) in all courses Research project and thesis completed At least a G.P.A of 2.5 At least 60 credits earned
<b>B.Sc</b>	<ul style="list-style-type: none"> <li>• G.C.E Advanced Level certificate with a pass in at least two (2) subjects.</li> <li>• Candidates with Higher Technical Development</li> </ul>	25 hours = 1 Credit Point At least 30 credits for each semester	1 year (1 academic year – 9 months)	4 years	Requires the satisfactory completion of all semesters and all courses A pass( at least 50%) in all courses

Programme	Admission Requirements	Recommended Work Load	Minimum Candidature	Maximum Candidature	Graduation Requirements
	<p>in Development Studies (HTDDS) or a Higher National Diploma (HND) plus at least 2 years work experience can be admitted into the third year of the B.Sc. programme.</p> <ul style="list-style-type: none"> <li>• Candidates with Higher Technical Development in Development Studies (HTDDS) can be admitted into the second year of the B.Sc programme.</li> <li>• Payment of a non-refundable registration fee of 20.000FCFA.</li> <li>• Certified copies of academic records.</li> <li>• Completed application form.</li> <li>• Four (4) passport size photographs.</li> <li>• A Medical report( not more than 3 months old)</li> </ul>				<p>Research project and thesis completed At least a G.P.A of 2.5</p> <p>At least 180 credits earned</p>
<b>HTDDS</b>	<ul style="list-style-type: none"> <li>• G.C.E Advanced Level certificate with a pass in at least two (2) subjects.</li> <li>• Payment of a non-refundable fee of 15.000FCFA</li> <li>• Photocopies of academic records</li> <li>• A completed application form.</li> <li>• Four (4) passport size photographs.</li> <li>• A Medical report( not more than 3 months old)</li> </ul>	<p>25 hours = 1 Credit Point</p> <p>Phase One (Rural Systems Analysis) – 60 Credit Points</p> <p>Phase two (Action Oriented Research) – 40 Credit Points</p> <p>Phase three (Specialized Development course) – 36 Credit Points</p> <p><b>Total Credits Points-120 Credits Points</b></p>	1 Academic Year ( 9 calendar Months )	2 Academic Year	<p>Satisfactory completion of all phases A pass (overall score of at least 50% ) in all phases Action Oriented research completed and Case Study reports presented At least a G.P.A of 2.5</p> <p>At least 120 credits earned</p>
<b>ICM<sup>1</sup></b>	<ul style="list-style-type: none"> <li>• The minimum qualification is GCE A/L</li> <li>• Two passport size photographs</li> </ul>		6 Calendar Months	18 Calendar Months	A pass (overall score of at least 50% ) in all subjects

<sup>1</sup> The ICM programmes are offered by the UK - based institute of Commercial Management (ICM) as the awarding body while PAID-WA provides tuition.

Programme	Admission Requirements	Recommended Work Load	Minimum Candidature	Maximum Candidature	Graduation Requirements
	<ul style="list-style-type: none"> <li>• Photocopies of academic records</li> <li>• A non-refundable fee of 11.000CFA.</li> <li>• A completed Application Form</li> </ul>				
<b>SDC/Other Short courses</b>	<ul style="list-style-type: none"> <li>• G.C.E Advanced/Ordinary Level certificate.</li> <li>• Photocopies of academic records</li> <li>• Payment of a non-refundable fee of 10.000CFA</li> <li>• A completed application form.</li> <li>• Four (4) passport size photographs.</li> <li>• A Medical report (not more than 3 months old)</li> </ul>	25 Hours = 1 credit hour  36 Credit Points	2 Calendar Months	2 Calendar Months	A pass (overall score of at least 50% )

MA/MSc. Masters in Arts/Masters in Science  
 PGD Post Graduate Diploma  
 BSc. Bachelor of Science  
 HTDDS Higher Technical Diploma in Development Studies  
 ICM Institute of Commercial Management  
 SDC Specialized Development Course

## 6.5 PROGRAMME DETAILS (specialisations, Learning outcomes, career opportunities, Duration and Tuition fees)

### 6.5.1 Certificate Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Certificate in</b> <b>1. Project Planning &amp; Management</b> <b>2. Human Resource Management</b> <b>3. Marketing and Advertising</b> <b>4. Agriculture and Development</b> <b>5. Information Technology (IT) for Project Managers</b> <b>6. Information &amp; Communication Skills for Managers and Executives</b> <b>7. Information Technology(IT) for Communication Technology(ICT) skills for Managers and Executives</b>	By the end of the course, participants will have the competencies to: <ul style="list-style-type: none"> <li>• Provide technical inputs in respective work domains.</li> <li>• Revamp and innovate work practices</li> <li>• Design new work systems</li> </ul>	1. Agriculture technicians 2. IT – proficient managers/officers 3. IT support officers 4. IT administrators 5. Project designers and planners	3 Months

### 6.5.2 Diploma programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Diploma in;</b> <b>1. Project Planning &amp; Management</b> <b>2. Human Resource Management</b> <b>3. Marketing and Advertising</b> <b>4. Agriculture and Development</b> <b>5. Office Automation with the Microsoft Network Academy</b> <b>6. Computer Maintenance</b> <b>7. Computer Networking</b>	Upon completion, participants will have adequate competencies in; <ul style="list-style-type: none"> <li>• Business management</li> <li>• Project management</li> <li>• Human resource management,</li> <li>• Marketing</li> <li>• Advertising</li> <li>• Information Management</li> <li>• Microsoft Office applications</li> <li>• Computer Maintenance with the CISCO Network Academy( leading to A+ Certification</li> <li>• Computer networking with the CISCO Network Academy( leading to CCNA)</li> <li>• Computer networking with the CISCO Network Academy( leading to CCNP)</li> </ul>	<ol style="list-style-type: none"> <li>1. Community workers</li> <li>2. Frontline staff</li> <li>3. Technicians</li> <li>4. Personnel Officers</li> <li>5. IT &amp; database administrators</li> <li>6. Computer Engineers</li> </ol>	6 Months



### 6.5.3 Higher Technical Diploma Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Higher Technical Diploma in; Development Studies (HTDDS);</b> <b>1. 1 Year Programme</b> <b>2. 2 Year Programme</b> <b>3. 3 Year Programme</b>	Participants equipped with the skills needed to; 1. Identify and handle development problems more effectively in rural and urban communities; 2. Undertake action research towards solving practical identified problems; 3. Master the art of management within a selected discipline /focus.	1. NGO managers 2. Policy advisors 3. Community Counsellors 4. Project Officers 5. Community Development Workers	1 to 3 Years <sup>2</sup>

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<sup>2</sup> Based on qualification of applicant, the Higher Technical Diploma in Development Studies could be obtained within 1 and 3 years.

### 6.5.4 Bachelors Degree Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Bachelors of Science in;</b> <b>1. Community Health</b> <b>2. Nursing</b> <b>3. Midwifery</b> <b>4. Social Work</b> <b>5. Gender and Project Management</b> <b>6. Migration and Refugee Studies</b> <b>7. Environment and Agricultural Development</b> <b>8. Human Resource Management</b> <b>9. Accounting and Finance</b> <b>10. Banking and Microfinance Management</b> <b>11. Entrepreneurship and Management</b> <b>12. Marketing Management</b>	Upon completion, participants will have adequate competencies in; <ul style="list-style-type: none"> <li>• Handling development and management issues.</li> <li>• leading to careers in Development or Management.</li> <li>• clinical nurse education;</li> <li>• emergency preparedness</li> <li>• nurisng research for evidence-based practice</li> <li>• midwifery as change agents for reduced infant and maternal mortality and morbidity</li> <li>• Business management</li> <li>• Gender mainstreaming inProject management</li> <li>• Analysing problems arising from migration</li> <li>• Human resource management,</li> <li>• Marketing</li> </ul>	<ol style="list-style-type: none"> <li>1. Community workers</li> <li>2. Frontline staff</li> <li>3. Technicians</li> <li>4. Personnel Officers</li> <li>5. Possibilities for inter-disciplinary specialization at high degree level</li> <li>6.</li> </ol>	3 years

### 6.5.5 Postgraduate Diploma Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Postgraduate Diploma (PGD) in:</b> <b>1. Development Management</b> <b>2. Human Resource Management</b> <b>3. Peace, Conflict studies and Humanitarian Action</b> <b>4. Financial Planning, Management and Development</b> <b>5. Public Health Management</b> <b>6. Gender and Project Management</b> <b>7. Disaster Risk Management</b> <b>8. NGO and CSOs Management</b> <b>9. Criminology and Security Management</b> <b>10. Public Policy Analysis</b> <b>11. Finance Management, Planning &amp; Development</b> <b>12. Cooperative Management &amp; Rural Development</b> <b>13. Library Science</b>	Upon completion graduates will; 1. Contribute to the policy design and analysis process in government, non-governmental organisations and consultancy practice, 2. Have an in depth knowledge and skills on a range of management, planning and policy making functions 3. Be able to examine political, economic and social phenomena relating to the development of societies 4. Be able to organise, describe and manage manual and digital information resources	1. Administrators, managers or Chief Executive Officers (CEOs). 2. Development officers. 3. District officers and other personnel desiring to serve government sectors and international programmes 4. Graduates can also progress to Masters or doctoral studies.	12 Months (1Calendar Year)

### 6.5.6 Masters Degree Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Masters (MSc./MA.) in:</b> <b>1. Public Health</b> <b>2. Peace, Conflict and International Relations</b> <b>3. Gender &amp; Project Management</b> <b>4. NGO and CSOs Management</b> <b>5. Regional Planning and Geo-Information Systems</b> <b>6. Regional Planning and Project Management</b> <b>7. Disaster Control Management</b> <b>8. Agricultural Development</b> <b>9. Environment and Natural Resource Management</b> <b>10. Public Policy Analysis</b> <b>11. Strategic Human Resource Management</b> <b>12. Security Studies</b> <b>13. Microfinance and Cooperative Management</b> <b>14. Accounting and Finance</b> <b>15. Bank Management/</b> <b>16. Project Management</b> <b>17. Managerial Psychology and Leadership</b>	Upon Completion, graduates will have; 1. Core strategic knowledge, skills and tools to handle development projects related to the practice of public and private development administration. 2. Acquired skills and expertise in urban/rural and regional development planning especially from a developing world/African perspective. 3. Competencies to be serviceable to national and international development planning agencies as well as financial institutions. 4. Gained the skills required to translate plans into projects. 5. Gained knowledge of global financial markets and the finance and investment industry	1. Directors of Units 2. Project/Programme Managers 3. Policy Analyst 4. Researchers 5. Monitoring and Evaluation Officers 6. Development Officers 7. Graduates can also progress to doctoral studies. 8. Librarians	1 Year or 18 Months <sup>3</sup>

<sup>3</sup> Based on the qualification of the applicant the MSc./MA. Programme could be obtained within 1 year or 18 Months

### 6.5.7 Masters in Business Administration(MBA) Programmes

PROGRAMME	EXPECTED LEARNING OUTCOMES	CAREER OPPORTUNITIES	DURATION
<b>Masters in Business Administration (MBA) with specialization in;</b> <b>1. Strategic Management</b> <b>2. Marketing Management</b> <b>3. Financial Management</b> <b>4. Supply Chain Management</b> <b>5. Project Management</b> <b>6. Operations Management</b> <b>7. Retail Management</b> <b>8. Energy Management</b> <b>9. Infrastructure &amp; Construction Management</b> <b>10. Risk and Insurance Management</b> <b>11. Telecomm Management</b> <b>12. Hospital Management</b> <b>13. Occupational Health and Safety</b>	Upon completion, students will; 1. Be able to plan and manage any business. 2. Effectively analyse operations, address competition, survive volatile markets and evolve operations in a fast-paced business environment 3. be marketing professionals who can make businesses stay competitive in today's global marketplace 4. Have the competencies for managerial practices and processes in banking, investments, insurance and financial reporting	1. CEO (Chief Executive Officer) 2. A manager in a specific domain (chief operating officer) 3. Entrepreneur 4. manager 5. Market research analyst 6. Financial analyst, 7. Budget analyst, 8. Loan officer, 9. Bankers/ Finance manager in the Banking, Co-operative Credit Organizations, Insurance & Investment Companies and Manufacturing industries: 10. Supply Chain & Manufacturing Analyst• 11. Project Specialist 12. Project Administrator 13. Project Support Officer 14. Project Management Consultants 15. Inventory Control Supervisor 16. Facilities Planner 17. Hospital Managers/Administrators	18 Months

## **7.0 STRENGTHS OF PAID-WA**

PAID-WA's proven expertise in mobilizing and raising the aspirations of local communities and empowering them for sustainable development has been very instrumental in community directed development projects in the rural/urban communities of Cameroon, PAID-WA has an established infrastructure and an administrative structure and can be used to provide capacity development in priority development and business management issues through program and projects. Its involvement in collaboration will promote its mission for teaching and research and provide opportunities for university students and faculty abroad to benefit from its extensive field experience.

PAID – WA;

- Has the ability to manage a multidisciplinary team of professionals.
- Has experience in participatory training and training using PRA.
- Has experience in facilitating community surveys geared towards assessments and prioritization of problems in order to formulate appropriate interventions and plans using PRA.
- Have hands on experience in training in small business management and entrepreneurship issues.
- Has expertise in baseline survey, project planning, community training and capacity building, monitoring and evaluation of projects.
- Has social science experts who have strong knowledge and skills in community mobilization and training.
- Has conducted several workshops and training of trainers (TOT) programmes.

## 8.0 SOME RECENT ASSIGNMENTS EXECUTED

S/N	Domain	Brief Description of Activities	Name of Client	Year
1	Data collection and capacity building	Collaboration for Capacity Development in Data Collection on Land Indicators in three selected African Countries	United Nations Human Settlements Programme (UN-Habitat) based in Nairobi Kenya	2014 – Ongoing
2	Implementation of the State of Public Service in Africa (SOPSA) Project in Cameroon	Analyze and present the state of the Public Service in six Regions in Cameroon, its strengths and weaknesses in effective service delivery for shared learning	Africa Management Institutes' Network (AMDIN) /UNDP	2014 – Ongoing
3	Research Project on poverty and conflicts reduction	Research project on the alleviation of poverty by reducing conflicts between semi-nomadic Mbororo cattle herds men and indigenous crop farmers in the North West Region of Cameroon.	Village Aid, UK in partnership with Mbororo Social and Cultural Association (MBOSCUDA) in Cameroon	2014 – Ongoing
4	Needs Assessment and Capacity Building	Conducted needs assessment for 18 Education for Development (ESD) Pilot Schools in the Bakossi landscape. Trained 4 participants each of the 18 ESD Pilot schools on green business plan development, design of implementation plans and monitoring and evaluation frameworks	WWF Cameroon Coastal Forest Program - World Wildlife Fund sponsored by Swedish International Development Agency (SIDA)	2014
5	Needs Assessment and Capacity Building	Conducted needs assessment for 25 civil society organizations in the South West and Littoral Regions of Cameroon. The 25 CSOs were later on trained on organizational governance, financial management, strategic planning and socio-environmental analysis.	WWF Cameroon Coastal Forest Program - World Wildlife Fund sponsored by Swedish International Development Agency (SIDA)	2014
6	Needs Assessment and Capacity Building	Conducted needs assessment for 70 community based organizations in the Bakossi landscape. Trained the 70 CBOs on green business plan development. Provided technical direction for the 70 CBOs to be grouped into 6 cooperatives. Trained the 6 newly created cooperatives on cooperative management, design of implementation plans and monitoring and evaluation frameworks	WWF Cameroon Coastal Forest Program - World Wildlife Fund sponsored by Swedish International Development Agency (SIDA)	2013-2014
7	Research project on Capacity Development	Project on Assessing the State of Capacity Development in Africa	New Partnership for African Development (NEPAD), African Union (AU)	2012-2013
8	Needs Assessment	Council Institutional Diagnosis, Baseline Surveys, and Village Sector by Sector capacity assessment/diagnosis for municipal councils(4) and their villages (180 ) in the South West and North West Regions of Cameroon	World Bank/ Government of Cameroon/ National Community driven Development programme (PNDP)	2010 – 2012
9	Environmental Impact Assessment (EIA)	Feasibility Study for the Establishment of Rural Electrification and Community development projects in Bokosso, Village,	SUNERGY, Norway	2011

		South West region Cameroon		
<b>10</b>	Needs Assessment	Needs Assessment, Problem Analysis and Micro project design of 18 Villages in the South West Region Cameroon	RUMPI Project – African Development Bank	2008 – 2010
<b>11</b>	Capacity Building	Regional Training Workshop on Women Leadership for Health Service Delivery in the context of HIV and AIDS	HIV and AIDS actors from 3 west Africa ( Cameroon, Nigeria, Ghana – Commonwealth Foundation	2009
<b>12</b>	Needs Assessment	Training needs assessment for the Capacity Development of Workers of the Rumpi Area Participatory Development Project (RUMPI)	RUMPI Project -African Development bank	2008