

DECISION ON SUB-COMMITTEE ON STRUCTURAL REFORMS
- Doc: EX.CL/1280(XXXIX)

The Assembly,

1. **RECALLS** the following Decisions that created Organs, Representational, Technical and Specialized Offices:
 - a) Executive Council Decision EX.CL/Dec.1057(XXXV) taken in Niger in July 2019, requesting the Commission to submit to the PRC the financial, legal and structural implications for the opening of the Beijing Office, for onward submission to the Executive Council for consideration in February 2020, in order to regularize the legal status of the AU Beijing Office;
 - b) Assembly Decision Assembly/AU/Dec.750(XXXIII) taken in Ethiopia in February 2020, approving the new AUC Departmental Structure;
 - c) Executive Council Decision EX.CL/Dec.986(XXXII) taken in Ethiopia in February 2018 approving the proposed structure of the Secretariat for the Economic Social and Cultural Council (ECOSOCC), and the Executive Council Decision EX.CL/Dec.1115(XXXVIII) of February 2021, requesting The ECOSOCC Secretariat to present its structural, financial and legal implications in accordance with the due process in place and report back to the 39th Ordinary Session of the Executive Council in July 2021;
 - d) Executive Council Decision EX.CL/Dec.1057(XXXV) taken in Niger in July 2019 adopting the provisional structure of the APRM, amongst others; the Executive Council Decision EX.CL/Dec. 1074 (XXXVI) of February,2020 adopting the (i) APRM Rules of Procedure of the African Peer Review Mechanism Panel of Eminent Persons; (ii) Rules of Procedure of the African Peer Review Mechanism Committee of Focal Points; (iii) Rules of Procedure of the African Peer Review Mechanism Secretariat Decision; the Assembly Decision Assembly/AU/Dec.758 (XXXIII) of February, 2020 on the adoption of the APRM Statute (2020) and the Rules of Procedure of the APR Forum; as well as The Assembly Decision, Assembly/AU/Dec.765 (XXXIII) on the adoption of the Five Year Strategic Plan of the APRM 2020-2024;
 - e) Executive Council Decision EX.CL/Dec.987(XXXII) endorsing the establishment of Distance and E-Learning arm of the Pan African University (PAU) (PAVEU) in January 2018;
 - f) Executive Council Decision EX.CL/Dec.1074(XXXVI) para 64 in February 2020 recommending to the Assembly that the structure and the staffing of the AfCFTA Secretariat should be done in two phases, namely:
 - First Phase be initial recruitment of the Secretary General, four (4) Directors and essential staff; and
 - Second phase be the positions to be filled after adoption of a permanent structure and budget, reviewing the appropriate functions of the appointed Directors and their exact number.

- g) The Assembly Decision Assembly/AU/Dec.676(XXX), adopting the Statute of the African Space Agency, following the recommendation by the Specialized Technical Committees on Education, Science and Technology (STC-EST) in Cairo in October 2017, and the Justice and Legal Affairs (STCJLA) in November 2017. The Statute establishes the African Space Agency as an Organ of the African Union.

2. **ADOPTS** the following proposed structures:

a) AU Permanent Representation Office in Beijing, China

Position title	Grade	Number of posts
Permanent Representative	P6	1
Senior Policy Officer in charge of economic and commercial cooperation	P3	1
Senior Policy Officer in charge of technical cooperation, technology, science and education	P3	1
Senior Policy Officer in charge of promotion of Culture, Tourism and Engagement of the Diaspora	P3	1
Legal Officer	P2	1
Finance and Administrative Officer	P2	1
Secretary	GSA4	1
Secretary/Receptionist	GSA4	1
Cleaner/Mail Runner	GSB6	1
Drivers	GSB7	1
Drivers	GSB7	1
Total number of posts on structure		11

The annual estimated staff cost is \$ 1,277,164. The recruitment of those positions should be phased and subject to budget availability.

b) Office Safety and Security Services in AU Commission, Addis Ababa, Ethiopia

Title	Grade	No of Positions
Head, Safety and Security (P6)	P6	1
Deputy Head of OSSS in charge of Emergency Operations (P4)	P4	1
Administrative Assistant (GSA5)	GSA5	1
Secretary (GSA4)	GSA4	1
Head of Operations Unit	P3	1
Regional Operations Manager	P2	1

Local Security assistant for each AU office (GSA5)	GSA5	1
HQ Security Operations Manager (P2)	P2	1
VIP protection (GSA5)	GSA5	5
HQ Security Operations Officer (P1)	P1	1
Accreditation & Reception (GSA4)	GSA4	4
Control room operations (GSA5)	GSA5	1
Control room operations (GSB9)	GSB9	5
Patrol and intervention (GSA5)	GSA5	1
Patrol and intervention (GSB9)	GSB9	4
Perimeter and conference Security - shift leaders (GSA5)	GSA5	6
Perimeter and conference Security (GSB9)	GSB9	64
Duty Security Driver (GSB7)	GSB7	3
Security System maintenance officer (P1)	P1	1
Threat Info Analysis (P2)	P2	2
Emergency Planning & Response System Officer (P1)	P1	1
Head of Occupational and Work Environment Safety Unit	P3	1
Occupational Safety Awareness & Operations Manager (P2)	P2	1
Safety system operations Supervisor (GSA5)	GSA5	1
Safety system operations (GSB9)	GSB9	2
Total		111

The annual estimated staff cost is \$ 5,613,143. The recruitment of those positions should be phased as per the Transition Plan.

c) Economic, Social & Cultural Council (ECOSOCC) in Lusaka, Zambia

Position title	Grade	Number of Posts
Head of Secretariat Office		
Executive Secretary	P6	1
Senior Legal Officer	P3	1
Protocol officer	P1	1
Secretary	GSA4	1
Admin Assistant	GSA5	1
Programmes Division		
Head of Programmes	P5	1
Unit Head-Projects & Partnerships	P3	1
Unit Head - CSO Engagements	P3	1
Program Officers	P2	2
Program Officers	P2	5

Admin Assistant	GSA5	1
Administration HR & Finance Unit		
Head of Administration, HR and Finance	P4	1
ICT Officer	P2	1
HR Officer	P2	1
Procurement Officer	P2	1
Finance Officer	P2	1
Security Supervisor	GSA5	1
Procurement Assistant	GSA5	1
HR Assistant	GSA5	1
Accounts Assistant	GSA5	1
Admin Assistant	GSA5	1
Drivers	GSB7	3
Communications Unit		
Senior Comm. Officer	P3	1
Webmaster	P2	1
Multimedia Officer	P1	1
Documentalist	GSA5	1
Total		34

The annual estimated staff cost is \$ 1,564,585. The recruitment of those positions should be phased and subject to budget availability.

d) African Peer Review Mechanism (APRM) in Midrand, South Africa

N o	Title	Grade
CEO's Office		
1	Chief Executive Officer	SP3
2	Chief of Staff	P6
3	Technical Advisor- Governance, Reviews and Assessments	P5
4	Special Assistant to CEO	P3
5	Private Secretary	GSA5
6	Senior Auditor	P3
7	Senior AU Liaison Officer	P3
8	Senior Early Warning and Conflict Prevention Officer	P3
9	Senior Panel and Focal Point Officer	P3
1	Protocol Officer	P2

1	Driver	GSB7
1	Household Staff	GSB5
1	Administration Assistant	GSA5
1	Administration Assistant	GSA5
Strategic Planning Unit		
1	Principal Strategic Planning Officer	P4
1	Strategic Planning Officer	P2
1	Senior Risk Officer	P3
Technical Cooperation and Resource Mobilization Unit		
1	Senior Technical Cooperation and Resource Mobilization Officer	P3
1	Technical Cooperation and Resource Mobilization Officer	P2
Media and Communications Unit		
2	Senior Information and Communication Officer	P3
2	Communications Officer	P2
2	Publishing Officer	P2
Conference Management Division Unit		
2	Interpreter/ Translator	P4
2	Translator	P3
2	Translator	P3
2	Documentalist/Librarian	P1
Legal Unit		
2	Principal Legal Counsel	P4
2	Legal Officer	P2
Directorate of Operations		
2	Director	D1
3	Admin Assistant	GSA5
Corporate Service Division		
3	Head of Corporate Service Division	P5
3	Admin Assistant	GSA5
Human Resource Unit		
3	Senior HR Officer	P3
3	HR Officer	P2
3	Payroll Officer	P2
3	HR Assistant	GSA5
IT Unit		
3	Senior IT Officer	P3
3	Infrastructure & Network Officer	P2
3	Systems & Security Officer	P2
4	IT Assistant	GSA5
Procurement and Facilities Unit		

4	Senior Procurement and Travel Officer	P3
4	Procurement Officer	P2
4	Procurement Officer - Grant	P2
4	Procurement Assistant	GSA5
4	Travel Officer	P1
4	Travel Assistant	GSA5
4	Administration & Facilities Officer	P1
4	Security & Safety Officer	P1
4	Record Controlling Assistant	GSA5
5	Secretary/Receptionist	GSA4
5	Driver/Messenger	GSB7
5	Driver /Messenger	GSB7
Finance Division		
5	Head of Division	P5
5	Senior Finance Officer - Accounting	P3
5	Finance Officer-Accounting	P2
5	Senior Budget Officer	P3
5	Finance Officer-Budget/Grant	P2
5	Treasury Officer	P2
5	Certifying Officer	P2
6	Assistant Accountant	GSA5
6	Assistant Accountant	GSA5
Directorate Country Review and Assessment		
6	Director	D1
6	Admin Assistant	GSA5
6	Admin Assistant	GSA5
6	Regional Coordinator North, West and Central Africa	P5
6	Regional Coordinator East and Southern Africa	P5
6	Senior Country Review Officer - Economic Governance	P3
6	Country Review Officer - Economic Governance	P2
6	Senior Country Review Officer - Democracy and Political Governance	P3
9		
7	Country Review Officer - Democracy and Political Governance	P2
7	Senior Country Review Officer - Corporate Governance	P3
7	Country Review Officer - Corporate Governance	P2
7	Senior Country Review Officer - State Resilience	P3
7	Country Review Officer - State Resilience	P2
7	Senior Country Review Officer Socio Economic Development, Gender Officer	P3
5		
7	Country Review Socio-Economic Development, Gender Officer	P2

Directorate for Governance & Specialized Reporting		
77	Director	D1
78	Admin Assistant	GSA5
Governance Reporting Division		
79	Head of Governance Reporting Division	P5
80	Admin Assistant	GSA5
81	Senior Corporate Governance Research Officer	P3
82	Senior Political Governance Research Officer	P3
83	Senior Economic Governance Research Officer	P3
84	Senior Socio Economic Development Research Officer	P3
85	Senior State Resilience Research Officer	P3
86	Senior Research, Methodology and Development Officer	P3
87	Senior Africa Governance Report Officer	P3
88	Africa Governance Report Officer	P2
89	Senior National Governance Report Officer	P3
90	National Governance Reporting Officer	P1
Credit Rating Division		
91	Head of Research, Credit Rating, Advisory Division	P5
92	Admin Assistant	GSA5
93	Senior Credit Officer	P3
94	Credit Rating Agency Officer	P2
Directorate Monitoring and Evaluation		
95	Director	D1
96	Admin Assistant	GSA5
Monitoring & Evaluation of National Governance Programmes		
97	Head of Monitoring & Evaluation of National Governance Programmes	P5
98	Admin Assistant	GSA5
99	Senior Monitoring & Evaluation of National Governance Programmes	P3
100	Senior Monitoring & Evaluation of National Governance Programmes	P3
101	Monitoring & Evaluation of National Governance Programmes Officer	P2
102	Monitoring & Evaluation of National Governance Programmes Officer	P1
103	Senior Statistician	P3
104	Statistician	P2
105	Programme Officer	P1
106	Programme Officer	P1
107	Database Administrator	P2

108	Senior Economist	P3
Monitoring & Evaluation of Continental & Global Governance Programmes		
109	Head of Monitoring & Evaluation of Continental & Global Governance Programmes	P5
110	Senior Programme Officer Continental & Global Governance Programmes	P3
111	Senior Programme Officer Continental & Global Governance Programmes	P3
112	Programme Officer Continental & Global Governance Programmes	P2
113	Programme Officer Continental & Global Governance Programmes	P2
114	Programme Assistant	GSA5

The annual estimated staff cost is \$ 11,417,711. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

e) Pan African Virtual E-University (PAVEU) in Yaounde, Cameroon

	Title	Grade	No of Posts
1	Director	P5	1
2	Academic Affairs Coordinator	P4	1
3	Senior Content Development Officer	P3	1
4	Senior Learner support Officer	P3	1
5	Instructional Designer	P3	1
6	Educational Technologist	P2	1
7	Monitoring & Evaluation Officer	P2	1
8	IT Officer	P1	1
9	Learning Support Officer	P1	1
10	LMS Administrator	P1	1
11	Assistant LMS Administrator	GSA5	1
12	Administrative Assistant	GSA4	1
13	Bilingual Secretary	GSA4	1
14	Driver	GSB7	1
	TOTAL		14

The annual estimated staff cost is \$1,213,359. The recruitment of those positions should be phased and subject to budget availability.

f) Secretariat of the African Continental Free Trade Area (AfCFTA) in Accra, Ghana

No	Department	Title of Position	Grade	Status
Office of the Secretary-General				
1	CSG	Secretary-General (SP2)	SP2	Approved-Phase I
2	CSG	Chief of Staff (D1)	D1	Approved-Phase I
3	CSG	Advisor (P5)	P5	Approved-Phase I

4	CSG	Advisor (P5)	P5	Approved-Phase I
5	CSG	Advisor (P5)	P5	Approved-Phase I
6	CSG	Advisor (P5)	P5	Approved-Phase I
7	CSG	Special Assistant SG (P4)	P4	Approved-Phase I
8	CSG	Policy Officer (P2)	P2	Phase II
9	CSG	Senior Record Assistant (GSA3)	GSA3	Phase II
10	CSG	Executive Assistant (P1) - SG	P1	Approved-Phase I
11	CSG	Bilingual Secretary (GSA5) - SG	GSA5	Approved-Phase I
12	CSG	Bilingual Secretary (GSA5) - CoS	GSA5	Approved-Phase I
13	CSG	Administrative Assistant (GSA5)	GSA5	Phase II
14	CSG	Secretary (GSA4)	GSA4	Approved-Phase I
Communications Division				
15	CSG	Head of Communications (P5)	P5	Phase II
16	CSG	Spokesperson and Speechwriter (P4)	P4	Phase II
17	CSG	Senior Communication Officer (P3)	P3	Phase II
18	CSG	Senior Press Officer and Editor (P3)	P3	Phase II
19	CSG	Communication & Digital Branding Officer (P2)	P2	Phase II
20	CSG	Web Designer and Content Officer (P2)	P2	Phase II
21	CSG	Knowledge Management Officer (P2)	P2	Phase II
22	CSG	Librarian (P1)	P1	Phase II
23	CSG	Archives Officer (P1)	P1	Phase II
24	CSG	Archives and Administrative Assistant (GSA5)	GSA5	Phase II
Office of the Deputy Secretary-General				
25	ODSG	Deputy Secretary-General	D2	Phase II
26	ODSG	Special Assistant (P3)	P3	Phase II
27	ODSG	Programme Officer (P2)	P2	Phase II
28	ODSG	Bilingual Secretary (GSA5)	GSA5	Phase II
29	ODSG	Senior Record Assistant (GSA3)	GSA3	Phase II
30	ODSG	Administrative Assistant (GSA5)	GSA5	Phase II
31	ODSG	Administrative Assistant - 4 Divisions (GSA5)	GSA5	Phase II
Protocol Division				
32	ODSG	Head of Protocol (P5)	P5	Phase II
33	ODSG	Principal Protocol Officer (P4)	P4	Phase II
34	ODSG	Senior Protocol Officer (P3)	P3	Phase II
35	ODSG	Protocol Officer (P2)	P2	Phase II
36	ODSG	Protocol Officer (P1)	P1	Phase II

	ODSG	Assistant Protocol Officer (GSA5)	GSA5	Phase II
Conference and Languages Division				
38	ODSG	Head of Conference and Languages(P5)	P5	Phase II
39	ODSG	Central Planning and Coordination Unit (P3)	P3	Phase II
40	ODSG	Documentation Officer (P2)	P2	Phase II
41	ODSG	Documents and Calendar Controller (P1)	P1	Phase II
42	ODSG	Conference System Technician (GSA5)	GSA5	Phase II
43	ODSG	Pool Secretary (GSA4)	GSA4	Phase II
44	ODSG	Interpreter/Translator (P4) (Arabic)	P4	Phase II
45	ODSG	Interpreter/Translator (P4) (English)	P4	Phase II
46	ODSG	Interpreter/Translator (P4) (French)	P4	Phase II
47	ODSG	Interpreter/Translator (P4) (Portuguese)	P4	Phase II
Directorate of Trade in Goods and				
48	DTIGC	Director - Trade in Goods and Competition (D1)	D1	Approved-Phase I
49	DTIGC	Bilingual Secretary (GSA5)	GSA5	Approved-Phase I
50	DTIGC	Senior Records Assistant/Mail runner (GSA3)	GSA3	Phase II
51	DTIGC	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
52	DTIGC	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
Market Access Division				
53	DTIGC	Head of Division of Market Access (JP5)	P5	Approved-Phase I
54	DTIGC	Principal Officer (P4)	P4	Phase II
55	DTIGC	Senior Program Officer (P3)	P3	Phase II
56	DTIGC	Program Officer (P2)	P2	Phase II
57	DTIGC	Program Officer (P2)	P2	Phase II
58	DTIGC	Junior Program Officer (P1)	P1	Phase II
Rules of Origin Division				
59	DTIGC	Head of Division of Rules of Origin (JP5)	P5	Approved-Phase I
60	DTIGC	Principal Officer (P4)	P4	Phase II
61	DTIGC	Senior Program Officer (P3)	P3	Phase II
62	DTIGC	Program Officer (P2)	P2	Phase II
63	DTIGC	Junior Program Officer (P1)	P1	Phase II

Non-Tariff Measures Division

64	DTIGC	Head of Division of Non-Tariff Measures (P5)	P5	Approved-Phase I
65	DTIGC	Principal Officer (P4) - SPS	P4	Approved-Phase I
66	DTIGC	Principal Officer (P4) - TBT (Quality Infrastructure)	P4	Phase II
67	DTIGC	Senior Program Officer (P3) - NTBs	P3	Phase II
68	DTIGC	Senior Program Officer (P3) - TBT/SPS	P3	Phase II
69	DTIGC	Program Officer (P2) - NTBs	P2	Phase II
70	DTIGC	Program Officer (P2) - TBT/SPS	P2	Phase II
71	DTIGC	Junior Program Officer (P1) - NTBs	P1	Phase II
72	DTIGC	Junior Program Officer (P1) - TBT	P1	Phase II
73	DTIGC	Junior Program Officer (P1) - SPS	P1	Phase II

Trade Remedies Division

74	DTIGC	Head of Division of Trade Remedies (P5)	P5	Approved-Phase I
75	DTIGC	Principal Officer (P4)	P4	Phase II
76	DTIGC	Principal Officer (P4)	P4	Phase II
77	DTIGC	Senior Program Officer (P3)	P3	Phase II
78	DTIGC	Senior Program Officer (P3)	P3	Phase II
79	DTIGC	Program Officer (P2)	P2	Phase II
80	DTIGC	Program Officer (P2)	P2	Phase II
81	DTIGC	Junior Program Officer (P1)	P1	Phase II
82	DTIGC	Junior Program Officer (P1)	P1	Phase II

Competition Policy Division

83	DTIGC	Head of Division of Competition Policy (P5)	P5	Phase II
84	DTIGC	Principal Officer (P4)	P4	Phase II
85	DTIGC	Senior Program Officer (P3)	P3	Phase II
86	DTIGC	Program Officer (P2)	P2	Phase II
87	DTIGC	Junior Program Officer (P1)	P1	Phase II

Director of Customs Administration

88	DCA	Director (D1)	D1	Phase II
89	DCA	Bilingual Secretary (GSA5)	GSA5	Phase II
90	DCA	Senior Records Assistant/Mail runner (GSA3)	GSA3	Phase II
91	DCA	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
92	DCA	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II

Customs Enforcements Division

93	DCA	Head of Division of Customs Enforcements (P5)	P5	Phase II
94	DCA	Principal Officer (P4)	P4	Phase II
95	DCA	Senior Program Officer (P3)	P3	Phase II
96	DCA	Program Officer (P2)	P2	Phase II
97	DCA	Junior Program Officer (P1)	P1	Phase II
Transit and Trade Facilitation Division				
98	DCA	Head of Transit and Trade Facilitation (P5)	P5	Phase II
99	DCA	Principal Program Officer (P4)	P4	Approved-Phase I
100	DCA	Program Officer (P2)	P2	Phase II
101	DCA	Junior Program Officer (P1)	P1	Phase II
Customs Capacity Building and Training Division				
102	DCA	Division of Customs Capacity Building and Training (P5)	P5	Phase II
103	DCA	Senior Program Officer (P3)	P3	Phase II
104	DCA	Program Officer (P2)	P2	Phase II
105	DCA	Junior Program Officer (P1)	P1	Phase II
Directorate of Trade in Services,			PR and	Digital Trade
106	DSII	Director of Trade in Services, Investment, IPR & Digital Trade (D1J)	D1	Approved-Phase I
107	DSII	Bilingual Secretary (GSA5)	GSA5	Approved-Phase I
108	DSII	Senior Records Assistant/Mail runner (GSA3)	GSA3	Phase II
109	DSII	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
110	DSII	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
Trade in Services Division				
111	DSII	Head of Division of Trade in Services (P5)	P5	Approved-Phase I
112	DSII	Principal Officer (P4)	P4	Phase II
113	DSII	Principal Officer (P4)	P4	Phase II
114	DSII	Senior Program Officer (P3)	P3	Phase II
115	DSII	Senior Program Officer (P3)	P3	Phase II
116	DSII	Senior Program Officer (P3)	P3	Phase II
117	DSII	Program Officer (P2)	P2	Phase II
118	DSII	Program Officer (P2)	P2	Phase II
119	DSII	Program Officer (P2)	P2	Phase II
120	DSII	Junior Program Officer (P1)	P1	Phase II
121	DSII	Junior Program Officer (P1)	P1	Phase II
122	DSII	Junior Program Officer (P1)	P1	Phase II
Investment Division				
123	DSII	Division of Investment (P5)	P5	Phase II

124	DSII	Principal Officer (P4)	P4	Phase II
125	DSII	Senior Program Officer (P3)	P3	Phase II
126	DSII	Senior Program Officer (P3)	P3	Phase II
127	DSII	Program Officer (P2)	P2	Phase II
128	DSII	Program Officer (P2)	P2	Phase II
129	DSII	Junior Program Officer (P1)	P1	Phase II
Intellectual Property Rights Division				
130	DSII	Division of Intellectual Property Rights (P5)	P5	Phase II
131	DSII	Principal Officer (P4)	P4	Phase II
132	DSII	Principal Officer (P4)	P4	Phase II
133	DSII	Senior Program Officer (P3)	P3	Phase II
134	DSII	Senior Program Officer (P3)	P3	Phase II
135	DSII	Program Officer (P2)	P2	Phase II
136	DSII	Program Officer (P2)	P2	Phase II
137	DSII	Junior Program Officer (P1)	P1	Phase II
138	DSII	Junior Program Officer (P1)	P1	Phase II
Digital Trade Division				
139	DSII	Division on Digital Trade (P5)	P5	Phase II
140	DSII	Principal Officer (P4)	P4	Phase II
141	DSII	Senior Program Officer (P3)	P3	Phase II
142	DSII	Senior Program Officer (P3)	P3	Phase II
143	DSII	Program Officer (P2)	P2	Phase II
144	DSII	Program Officer (P2)	P2	Phase II
145	DSII	Junior Program Officer (P1)	P1	Phase II
Directorate of Dispute Settlement and Legal Aff				Fairs
146	Legal	Director of Dispute Settlement and Legal Affairs (D1)	D1	Phase II
147	Legal	Secretary (GSA4)	GSA4	Phase II
148	Legal	Senior Record Assistant (GSA3)	GSA3	Phase II
149	Legal	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
150	Legal	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
Dispute Settlement Division				
151	Legal	Senior Legal Counsel - Dispute Settlement (P5)	P5	Phase II
152	Legal	Principal Legal Officer (P4)	P4	Phase II
153	Legal	Senior Legal Officer (P3)	P3	Phase II
154	Legal	Legal Officer (P2)	P2	Phase II
155	Legal	Legal Officer (P2)	P2	Phase II
156	Legal	Associate Legal Officer (P1)	P1	Phase II
General Legal Affairs Division				
157	Legal	Senior Legal Counsel - General	P5	Phase II

		Legal Affairs (P5)		
158	Legal	Principal Legal Officer (P4)	P4	Phase II
159	Legal	Principal Legal Officer (P4)	P4	Phase II
160	Legal	Principal Legal Officer (P4)	P4	Phase II
161	Legal	Senior Legal Officer (P3)	P3	Phase II
162	Legal	Senior Legal Officer (P3)	P3	Phase II
163	Legal	Legal Officer (P2)	P2	Phase II
164	Legal	Legal Officer (P2)	P2	Phase II
165	Legal	Associate Legal Officer (P1)	P1	Phase II
166	Legal	Associate Legal Officer (P1)	P1	Phase II
Directorate of Administration of Human Resources Management				
167	Director of Administration and Human Resources Management		D1	Approved-Phase I
168	AHRM	Bilingual Secretary (GSA5)	GSA5	Phase II
169	AHRM	Senior Record Assistant (GSA3)	GSA3	Phase II
170	AHRM	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
Administration and Human Resources Management Division				
171	AHRM	Head of Administration and Human Resources Management (P5)	P5	Approved-Phase I
172	AHRM	Senior HR Generalist (P4)	P4	Phase II
173	AHRM	Recruitment Officer (P2)	P2	Phase II
174	AHRM	Recruitment Officer (P1)	P1	Phase II
175	AHRM	HR Generalist and Payroll Officer (P2)	P2	Phase II
176	AHRM	HR Assistant (GSA5)	GSA5	Phase II
177	AHRM	Snr. HR Records Assistant (GSA3)	GSA3	Phase II
178	AHRM	Recruitment Operations specialist (GSA5)	GSA5	Phase II
179	AHRM	Operations and Benefits Specialist (GSA5)	GSA5	Phase II
180	AHRM	Administrative Assistant (GSA5)	GSA5	Phase II
181	AHRM	Secretary (GSA4)	GSA4	Phase II
182	AHRM	Internal Medicine/Doctor (P4)	P4	Phase II
183	AHRM	Nursing Officer (P1)	P1	Phase II
184	AHRM	Medical Secretary (GSA4)	GSA4	Phase II
185	AHRM	Senior Administration Officer (P3)	P3	Phase II
186	AHRM	Fleet Inspection & Controller (GSA5)	GSA5	Phase II
187	AHRM	Drivers (GSB7)	GSB7	Approved-Phase I
188	AHRM	Drivers (GSB7)	GSB7	Approved-Phase I
189	AHRM	Drivers (GSB7)	GSB7	Approved-Phase I
190	AHRM	Drivers (GSB7)	GSB7	Approved-Phase I

191	AHRM	Drivers (GSB7)	GSB7	Phase II
192	AHRM	Drivers (GSB7)	GSB7	Phase II
193	AHRM	Drivers (GSB7)	GSB7	Phase II
194	AHRM	Records Assistants/Mail Runners (GSB6)	GSB6	Phase II
195	AHRM	Records Assistants/Mail Runners (GSB6)	GSB6	Phase II
196	AHRM	Records Assistants/Mail Runners (GSB6)	GSB6	Phase II
197	AHRM	Household Staff (GSB5)	GSB5	Phase II
198	AHRM	Household Staff (GSB5)	GSB5	Phase II
199	AHRM	Household Staff (GSB5)	GSB5	Phase II
200	AHRM	Chief Procurement Officer (P3)	P3	Phase II
201	AHRM	Procurement Officer (P2)	P2	Phase II
202	AHRM	Procurement Officer (P1)	P1	Phase II
203	AHRM	Procurement Assistant (GSA5)	GSA5	Phase II
204	AHRM	Principal Travel Officer (P4)	P4	Phase II
205	AHRM	Senior Travel Officer (P3)	P3	Phase II
206	AHRM	Travel Officer (P1)	P1	Phase II
207	AHRM	Travel Assistant (GSA5)	GSA5	Phase II
208	AHRM	Asset Management Officer (P1)	P2	Phase II
209	AHRM	Stock and Asset Management Clerk (GSA4)	GSA4	Phase II
210	AHRM	Senior Information Technology Officer (P3)	P3	Phase II
211	AHRM	Digital Apps Development Officer (P2)	P2	Phase II
212	AHRM	Information Technology Officer (P1)	P1	Phase II
213	AHRM	Information Systems Officer (P1)	P1	Phase II
214	AHRM	Information Technology Assistant (GSA5)	GSA5	Phase II
215	AHRM	Information Systems Assistant (GSA5)	GSA5	Phase II
216	AHRM	Security and Facility Management JP3)	P3	Phase II
217	AHRM	Facilities Maintenance & Mgmt. Officer (P1)	P1	Phase II
218	AHRM	Facilities Management Assistant (GSA3)	GSA3	Phase II
219	AHRM	House-keeping & Functions assistant (GSA3)	GSA3	Phase II
220	AHRM	House-keeping and functions Helper (GSB6)	GSB6	Phase II
221	AHRM	Secretary (GSA4)	GSA4	Phase II

22	AHRM	Security Officer (P2)	P2	Phase II
223	AHRM	Assistant Security Officer (P1)	P1	Phase II
224	AHRM	VIP Protection (GSA5)	GSA5	Phase II
225	AHRM	VIP Protection (GSA5)	GSA5	Phase II
226	AHRM	VIP Protection (GSA5)	GSA5	Phase II
227	AHRM	Security Operations Officer (P1)	P1	Phase II
228	AHRM	Receptionist/Secretary/Cashier (GSA4)	GSA4	Phase II
229	AHRM	Receptionist/Secretary/Cashier (GSA4)	GSA4	Phase II
230	AHRM	Control room operations (GSA5)	GSA5	Phase II
231	AHRM	Control room operations (GSA5)	GSA5	Phase II
232	AHRM	Patrol and intervention (GSA5)	GSA5	Phase II
233	AHRM	Security System maintenance officer (P1)	P1	Phase II
234	AHRM	Threat, Emergency, Planning & Response Officer (P2)	P2	Phase II
235	AHRM	Occupational and Work Environment Safety Officer (P2)	P2	Phase II
236	AHRM	Secretary (GSA4)	GSA4	Phase II
Directorate of Finance				
237	Finance	Director of Finance	D1	Approved-Phase I
238	Finance	Bilingual Secretary (GSA5)	GSA5	Phase II
239	Finance	Senior Record Assistant (GSA3)	GSA3	Phase II
240	AHRM	Administrative Assistant - Divisions (GSA5)	GSA5	Phase II
Accounting, Budget and Financial Management Division				
241	Finance	Head of Accounting, Budget and Financial Management Division(P5)	P5	Phase II
242	Finance	Principal Accounting and Reporting Officer (P4)	P4	Phase II
243	Finance	General Ledger Payables and Receivables Officer (P2)	P2	Phase II
244	Finance	Assistant Accountant (GSA5)	GSA5	Phase II
245	Finance	Assistant Accountant (GSA5)	GSA5	Phase II
246	Finance	Bank reconciliation (P2)	P2	Phase II
247	Finance	Assistant Accountant (GSA5)	GSA5	Phase II
248	Finance	Fixed Assets (P2)	P2	Phase II
249	Finance	Senior Disbursement Officer (P3)	P3	Phase II
250	Finance	Disbursement Finance Officer (P2)	P2	Phase II
251	Finance	Staff Benefits Section Finance Officer (P2)	P2	Phase II
252	Finance	Assistant Financial Management (GSA5)	GSA5	Phase II

253	Finance	Secretary (GSA4)	GSA4	Phase II
254	Finance	Assistant Accountant (GSA5)	GSA5	Phase II
255	Finance	Senior Finance Officer Treasury (P3)	P3	Phase II
256	Finance	Finance Officer Treasury (P2)	P2	Phase II
257	Finance	Certification Officer (P2)	P2	Phase II
258	Finance	Assistant Treasury Officer (GSA5)	GSA5	Phase II
259	Finance	Principal Budget Planning and Programme Reporting Officer (P4)	P4	Phase II
260	Finance	Financial Review and Monitoring (P2)	P2	Phase II
261	Finance	Finance Officer (P2)	P2	Phase II
262	Finance	Finance Officer (P2)	P2	Phase II
263	Finance	Assistant Budget (GSA5)	GSA5	Phase II
264	Finance	Assistant Budget (GSA5)	GSA5	Phase II
265	Finance	Secretary (GSA4)	GSA4	Phase II
Directorate - Institutional Matters & Programme Coordination				
266	DIMPC	Director of Institutional Matters & Programme Coordination	D1	Phase II
267	DIMPC	Programme Management Officer (P2)	P2	Phase II
268	DIMPC	Administrative Assistant (GSA5)	GSA5	Phase II
269	DIMPC	Bilingual Secretary (GSA5)	GSA5	Phase II
Strategic Planning, Resource Mobilisation & Partnerships Division				
270	DIMPC	Head of Division Strategic Planning, Resource Mobilisation & Partnerships (P5)	P5	Approved-Phase I
271	DIMPC	Senior Resource Mobilisation & Partnerships Officer (P3)	P3	Phase II
272	DIMPC	Senior Monitoring and Evaluation Officer (P3)	P3	Phase II
273	DIMPC	Senior Strategic Planning Officer (P3)	P3	Phase II
274	DIMPC	Monitoring and Evaluation Officer (P2)	P2	Phase II
275	DIMPC	Junior Programme Officer (P1)	P1	Phase II
276	DIMPC	Head of Women and Youth in Trade (P5)	P5	Phase II
277	DIMPC	Principal Officer (P4)	P4	Phase II
278	DIMPC	Programme Officer (P2)	P2	Phase II
279	DIMPC	Junior Program Officer (P1)	P1	Phase II
280	DIMPC	Administrative Assistant (GSA5)	GSA5	Phase II
281	DIMPC	Principal Small & Medium sized Enterprises Officer (P4)	P4	Phase II
282	DIMPC	SMEs Officer (P2)	P2	Phase II

283	DIMPC	Junior SMEs Officer (P1)	P1	Phase II
284	DIMPC	Head of AfCFTA Policy Review & Research (P5)	P5	Phase II
285	DIMPC	Value Chain Development and Implementation Officer (P4)	P4	Phase II
286	DIMPC	Senior AfCFTA Academy Coordinator (P4)	P4	Phase II
287	DIMPC	Events and Special Projects Officer (P4)	P4	Phase II
288	DIMPC	Senior Internal Auditor (P3)	P3	Phase II
289	DIMPC	Senior Statistician (P3)	P3	Phase II
290	DIMPC	Senior Trade Policy Review Officer (P3)	P3	Phase II
291	DIMPC	Senior Research Officer (P3)	P3	Phase II
292	DIMPC	Trade Policy Review Officer (P2)	P2	Phase II
293	DIMPC	Statistician (P2)	P2	Phase II
294	DIMPC	Junior Trade Policy Review Officer (P1)	P1	Phase II
295	DIMPC	Head of AU Liaison Office (P5)	P5	Phase II
296	DIMPC	Coordination with RECs [P4]	P4	Approved-Phase I

The annual estimated staff cost is \$29,388,489.25. The recruitment of those positions should be phased over a period of four (4) years and subject to budget availability.

g) African Space Agency (AfSA) in Cairo, Egypt

Position	Grade	No of Posts
OFFICE OF THE DIRECTOR		
Director General	D2-1	1
Administrative Assistant	GSA5	1
Personal Assistant	P3	1
Monitoring and evaluation Division		
Head	P5	1
Senior monitoring and evaluation Officer	P3	1
Monitoring and evaluation Officers	P2	2
Administrative Assistant	GSA5	1
Audit Unit		
Senior Auditor	P3	1
Auditor	P2	2
OFFICE OF THE DEPUTY DIRECTOR GENERAL		
Deputy Director General	D1-1	1
Administrative Assistant	GSA5	1
Legal Affairs Division		

Head	P5	1
Senior Officers	P3	1
Legal Officers	P2	2
Administrative Assistant	GSA5	1
Security Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Security Guards	GSB9	5
Facility Management Division		
Head	P5	1
Senior Officer	P3	1
Facility Officers	P2	2
Administrative Assistant	GSA5	1
Pool of Drivers	GSB7	2
Space Systems IT Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
General IT Support Division		
Head	P5	1
Senior IT officer	P3	1
IT Officers	P2	2
Administrative Assistant	GSA5	1
CORPORATE SERVICES DIRECTORATE		
Director	D1	1
Administrative Assistant	GSA5	1
Human Resource Division		
Section Head	P5	1
Senior Officers	P3	1
HR Officers	P2	2
Administrative Assistant	GSA5	1
Finance Division		
Section Head	P5	1
Senior Finance Officers	P3	1
Finance Officers	P2	2
Administrative Assistant	GSA5	1
Procurement Division		
Section Head	P5	1

Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
POLICY AND EXTERNAL RELATIONS DIRECTORATE		
Director	D1	1
Administrative Assistant	GSA5	1
Strategic planning, Cooperation, Partnership & Liaison Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Policy and Strategy Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Communication & Outreach Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
SPACE APPLICATIONS DIRECTORATE		
Director	D1	1
Administrative Assistant	GSA5	1
Earth Observation Development Division		
Program Manager	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
Satellite Communications program Division		
Program Manager	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
Navigation & Positioning Division		
Program Manager	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
Astronomy, Space Exploration & Outer Space		Division
Program Manager	P5	1

Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
SPACE OPERATIONS AND TECHNOLOGY		RATE
Director	D1	1
Administrative Assistant	GSA5	1
Safety, Mission Planning & Assurance Division		
Head	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
Systems, Robotics, & Space		Management Division
Head	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
Assembly, Integration & Testing Division		
Head	P5	1
Senior Officers	P3	2
Officers	P2	4
Administrative Assistant	GSA5	1
INNOVATION, RESEARCH &		ENT DIRECTORATE
Director	D1	1
Personal Assistant	GSA5	1
Space industry & Business Development Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Capacity, Learning & Skills Development Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Knowledge Management Division		
Head	P5	1
Senior Officers	P3	1
Officers	P2	2
Administrative Assistant	GSA5	1
Total		156

The annual estimated staff cost is \$ 13,101,302.48. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

3. **DECIDES** that the implementation of the above structures should be phased and subject to budget availability;
4. **ALSO DECIDES** that the recruitment process should be undertaken in line with the Merit Based Recruitment System (MBRS) and AU wide quota system;
5. **FURTHER DECIDES** to take stock of progress in the implementation of the above mentioned structures after each implementation phase.