

## VACANCY ANNOUNCEMENTS

The Cell Norbert Zongo for Investigative Journalism in West Africa (CENOZO) is a regional association of journalists, created to promote investigative journalism in West Africa. CENOZO was established in Ouagadougou, Burkina Faso, on 9 July 2015. CENOZO was officially recognized by the Government of Burkina Faso on 23 June 2016, and will be headquartered at the National Press Centre Norbert Zongo, in Ouagadougou, Burkina Faso. The Board of Directors of CENOZO is composed of seven renowned investigative journalists from Burkina Faso, Cabo Verde, Gambia, Guinea-Bissau, Niger, and Nigeria. CENOZO aims to strengthen the capacities of investigative journalists in West Africa through training, mentoring, grants, networking, legal advice, technical support for investigations, and provision of a publication platform. CENOZO is an association open to any journalist from West Africa who has demonstrated his commitment to investigative journalism.

As part of its operationalization and implementation of its Strategic Plan (2017-2019), CENOZO is launching an international call for applications for the recruitment of a Coordinator and an Investigation Officer. A description of each position is available here below.

Applications should include: (1) a letter of motivation to the President of CENOZO Board of Directors, (2) a detailed curriculum vitae, and (3) three reference contacts to confirm the information provided in the CV. Applications must be submitted by email ([cenzoafrique@gmail.com](mailto:cenzoafrique@gmail.com)). The deadline for applications is **15 March 2017**.

---

**First position:** Coordinator of the Cell Norbert Zongo for Investigative Journalism in West Africa

**Duty station:** National Press Centre Norbert Zongo, Ouagadougou, Burkina Faso

**Duration:** 12 months (renewable depending on satisfactory performance and availability of funds)

**Expected starting date:** 15 April 2017

**Responsibilities:**

Under the overall supervision of CENOZO Board of Directors, and the direct supervision of the Secretary General and the Treasurer-General of CENOZO, CENOZO Coordinator will perform the following duties:

- Coordinate a team of investigative journalists constituting the Permanent Secretariat of CENOZO;
- Develop CENOZO annual work plans and programmes;
- Coordinate the implementation of all activities organized by CENOZO;
- Prepare the meetings of the Board of Directors and the General Assembly of CENOZO;
- Execute the decisions taken at these meetings;

## Cell Norbert Zongo for Investigative Journalism in West Africa (CENOZO)

- Ensure the compliance of CENOZO with all the national and local laws and regulations of Burkina Faso;
- Stimulate the increase of CENOZO members throughout West Africa;
- Ensure that all CENOZO members fulfill their obligations;
- Prepare annual budgets and financial statements;
- Coordinate the preparation of all the documents necessary for the smooth running of CENOZO meetings and activities;
- Ensure the preparation of all CENOZO official letters and exchanges with its members and partners;
- Seek and mobilize additional resources for CENOZO;
- Develop new technical and financial partnerships with CENOZO;
- Ensure communication on CENOZO activities;
- Manage the content of CENOZO website;
- Advise CENOZO Board of Directors on any communication matters related to CENOZO;
- Ensure regular communication with CENOZO members;
- Increase the visibility of CENOZO to the general public;
- Provide all required technical support to the activities of the staff of CENOZO Permanent Secretariat;
- Contribute to the reflection on the priority activities of CENOZO and stimulate innovation in the implementation of its activities;
- Any other tasks entrusted by the Board of Directors, the Secretary General, and the Treasurer-General of CENOZO.

### **Expected results:**

- The capacities of investigative journalists in West Africa are strengthened;
- Several training sessions for journalists in the region are successfully organized;
- Investigations are conducted by investigative journalists in West Africa, with support from CENOZO, on corruption, poor governance, organized crime, and human rights violations;
- A number of grants are awarded for investigative journalism;
- An editorial board is set up;
- CENOZO has an operational and dynamic Secretariat;
- CENOZO has adequate working conditions for all its staff at CENOZO headquarters;
- CENOZO has databases, exchange platforms, and a dynamic website;
- CENOZO members receive regular information on the activities of CENOZO;
- CENOZO is a permanent structure;
- CENOZO has an increased number of members across West Africa, and greater visibility, including through social networks;
- CENOZO establishes new partnerships and mobilizes sufficient funds to ensure its existence in the long term;
- CENOZO develops constructive partnerships with press establishments in West Africa and journalism training centres.

## Cell Norbert Zongo for Investigative Journalism in West Africa (CENOZO)

### Competencies and qualifications:

- At least 7 years of professional experience in the field of journalism in West Africa, preferably with practical experience in investigative journalism;
- Professional experience in the management of human and/or financial resources of at least 3 years;
- Familiarity with the programming tools used by international development agencies;
- A passion for professional and independent journalism;
- A degree in journalism or equivalent;
- A first-level university degree (three years);
- Excellent interpersonal skills;
- Excellent written and oral communication skills;
- A perfect command of French and English. Proficiency in the Portuguese or other national languages of the West African region is an asset.

### Service conditions:

The Coordinator will receive a fixed-term employment contract under the employment legislation of Burkina Faso, and a competitive salary to live as an expatriate in Burkina Faso.

-----  
**Second position:** Investigation Officer of the Cell Norbert Zongo for Investigative Journalism in West Africa

**Duty station:** National Press Centre Norbert Zongo, Ouagadougou, Burkina Faso

**Duration:** 12 months (renewable depending on satisfactory performance and availability of funds)

**Expected starting date:** 15 April 2017

### Responsibilities:

Under the overall supervision of CENOZO Board of Directors, Secretary General, and Treasurer-General, and the direct supervision of CENOZO Coordinator, the Investigation Officer will perform the following duties:

- Lead the investigations carried out by the team of investigative journalists within CENOZO Permanent Secretariat;
- Support CENOZO members in carrying out investigations, including legal advice, within the framework of CENOZO;
- Support the Coordinator in the implementation of all the activities of CENOZO;
- Contribute to the organization of training sessions by CENOZO, and contribute to the development of the training content;
- Provide legal advice to CENOZO editorial board prior to the publication of any investigation carried out with the support of CENOZO;
- Support the development of CENOZO annual work plans and programmes ;
- Contribute to the preparation of the meetings of CENOZO Board of Directors and General Assembly;
- Advise the CENOZO Coordinator on national legislation and regulations in force in West Africa;

## Cell Norbert Zongo for Investigative Journalism in West Africa (CENOZO)

- Develop membership procedures for CENOZO members, associate members, and observers;
- Support the preparation of all the documents necessary for the smooth running of CENOZO meetings and activities;
- Develop Memoranda of Understanding with CENOZO partners;
- Contribute to the reflection on the priority activities of the CENOZO and stimulate innovation in the implementation of its activities;
- Any other tasks entrusted by the Board of Directors, the Secretary General, and the Treasurer-General of CENOZO.

### **Expected results:**

- The capacities of investigative journalists in West Africa are strengthened;
- Several training sessions for journalists in the subregion are successfully organized;
- Investigations are conducted by investigative journalists in West Africa, with support from CENOZO, on corruption, poor governance, organized crime, and human rights violations;
- CENOZO members and Coordinator receive legal advice during joint investigations, as well as the implementation of the various activities carried out within CENOZO framework;
- The editorial board receives legal advice on all completed investigations and articles before they are published online;
- CENOZO has up-to-date databases with relevant data for research in the context of investigations carried out by the journalists;
- CENOZO establishes new formal partnerships.

### **Competencies and qualifications:**

- At least 5 years of professional experience in the field of journalism in West Africa, preferably with practical experience in investigative journalism;
- A university degree in law, including criminal law (first-level university degree - three years);
- A degree in journalism is an asset;
- A first-level university degree (three years);
- Excellent interpersonal skills;
- Excellent written and oral communication skills;
- A perfect command of French and English. Proficiency in the Portuguese or other national languages of the West African region is an asset.

### **Service conditions:**

The Investigation Officer will receive a fixed-term employment contract under the employment legislation of Burkina Faso, and a competitive salary to live as an expatriate in Burkina Faso.

**For the Board of Directors**

**The President,  
Allen Yero Embalo**