

HR services related to the SANAGA water storage concession agreement between Cameroon and EDC

Country:	Cameroon
Region:	Africa
Customer:	AFD French Development Agency
Partner:	Electricity Development Corporation (EDC)
Duration:	April 2020 – October 2022



Starting point

EDC is required to reorganize itself to move from a role of project management in the context of the construction of infrastructure projects to an operator role, both in terms of storage of water and hydroelectric production. This new framework of intervention has a strong impact in terms of organisation and Human Resources, both strategically and operationally.

Scope

Strengthen the Human Resources Department in order to be able to support and to accompany the transition process in an efficient and professional manner.

Activities

Carried out via the contractual partner Nodalys, Paris, France

Step 1: HR inventory report

- Elaboration of detailed organisational charts as of 1st June 2022 and draft of possible target organisation
- Workforce analysis (e.g. HR and organisational development ratios; headcount by department, site, gender, age, seniority etc.)
- Identification of 5 areas of improvements (quick wins) in Human Resources
- Interviews with EDC directors on organisational effectiveness

Step 2: Implementation of 3 of the 5 identified areas of improvement for HR

- Calculation and monitoring of HR and OD indicators
(train the HR team in the calculation of indicators; set up a regular system for monitoring and evaluating HR key performance indicators)
- Operational strengthening of the HR function
(awareness creation of the HR team on HR policies and practices; professionalisation of the HR team with regards to operational and strategic support e.g. via innovative HR tools)
- Development of a training plan
(preparation of a skills assessment, development of an analysis of the gaps between the job profile and the skills of the employee, definition of training needs, structuring the training plan, prioritisation of trainings, management of trainings , evaluation of trainings)

Achievements

- Elaboration of an HR inventory report
- Implementation of the 3 areas of improvement for HR