



**COPIE**

**CALL FOR EXPRESSION OF INTEREST FOR THE RECRUITMENT OF PILOTS IN THE PORT  
AUTHORITY OF DOUALA**

The Port Authority of Douala has envisaged to strengthen its staff in the field of pilotage and the management of the stopovers in order to reassure its entire clientele on the quality of its services and also consolidate its competitiveness. In this context, a search for marine executive officers with strong potentials, who have undergone applied training and have proven experiences in the maritime and port affairs precisely in the maneuver of the vessels are in great need.

The General Manager of Port Authority of Douala, to that end, in line with the 2023 financial year program hereby launches a competitive examination for the recruitment of six (06) pilots at the Port Authority of Douala.

**I. Entry Requirements**

To be an eligible prospective candidate, the postulant must fulfill the following conditions :

- be of Cameroonian nationality ;
- be a holder of a Master Mariners license (CLC) I ST CLASS Captain or Master Mariner ;
- have followed recommended training courses by the IMO Resolution A 960 ;
- have at least 72 months of effective navigation which 48 as a deck officer and who has exercised at least the function of second captain on board commercial ships of gross tonnage equal to or greater than 1600 GRT ;
- mastering the port environment ;
- be age of twenty-four (24) years at least and forty (48) years at most to the date scheduled for the competition ;
- be of sound Constitution and justified cognitive predispositions to exercise as a pilot ;
- Out of reach to any of the following diseases: myopia, hypertrophy, astigmatism color blindness, even at low degrees and distinguished perfectly to great distance details of objects and the colors.

**II. Mission and responsibilities**

The would be mariners would have as main mission to assist the captains and lead the maneuvers of vessels at the entry and exit points of the pilotage area of the PAD. In this context, they would notably be in charge of the management and consolidation of maritime trafic and of the Pilotage. Essentially, they would need to :

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- collect the technical data of the passage (timetables, distances, weather point, current...) and develop the route plan ;
- inform the captain of the modalities of the operation of pilotage, intended before the start of piloting and ensuring that it is understandable ;
- ensure and coordinate the conduct of the vessel during the plan of passage and put in place the corrective measures whenever needed ;
- communicate to the Harbor Office and other ships services all the information necessary for the efficiency and the security of the flow of traffic ;
- participate as a major actor to the improvement of the performance of the port in the achievement of the stopovers ;
- to ensure the adequacy of work tools and resources of the pilotage service in relation to the objective of excellence of port ;
- maintain and update the technical knowledge of pilotage and maritime regulatory ;
- ensure a permanent reporting during and after the operation of pilotage (malfunctions, incidents, dangerous situations...) ;
- manager and supervise the team of drivers under its responsibility ;
- ensure on the image of the port with the ship-owners, shipping agents and masters of vessels ;
- ensure the safety of the vessel, port facilities and the protection of the environment during the maneuvers according to the good sense Marin and the international standards ;
- ensure the observance of regulations marine and port ;
- participate in the continuous improvement of working methods, procedures and the CSA process in the framework of international norms and standards.

### I. Skills required

Prospective candidates will need to show proof that they :

- have extensive knowledge on the types of ships and on their expertise in maneuvering as well as the techniques of associated maneuvers ;
- have extensive knowledge of the port infrastructure, weather conditions predominant and of underwater features of the port of Douala and its coastlines ;
- have physical abilities and cognitive to exercise the function of driver ;
- be fit to the management of stress ;
- be able to transmit its know-how and expertise ;
- have the direction of the planning, organization, analysis and leadership ;
- have the capacity to work in a team ;
- the ability to work in a situation of crisis and in the unforeseen circumstances ;
- have empowered to manage the interfaces with several stakeholders simultaneously ;
- have the ability to speak clearly and with conviction and justify the merits of decisions ;
- master the regulation and relative standard to the safety/security maritime ;
- master the regulation of maritime and port traffic ;
- mastering the standards relating to quality management systems, safety and the environment.

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## II. Documents to be compiled

The Candidate's complete application file must be arranged in the following order :

- a stamped handwritten application addressed to the General Manager of the Port Authority of Douala ;
- a certified true copy of Birth Certificate not more than three (03) months old ;
- Medical certificate of inspection and counter-visit issued by a doctor of seafarers ;
- a copy of the passport ;
- a certificate of non-conviction not more than three months ;
- certified copies of diplomas and patents held ;
- a reading of navigation skills ;
- a CV dated and signed ;
- 04 photos of recent identity.

## III. Submission of applications files

The complete files of candidates will be addressed to :

- The General Manager Port Authority of Douala (PAD) BP : 4020-Douala Cameroon and deposited in the Central Mail Service on the 6th floor of the Headquarters of PAD, lodged in **BONANJO**.
- The deadline for applications is 30th June at 3.30pm without any derogation.

Other past experiences of the candidates on land as well as by sea would be welcome.

The modalities of the competitive entrance would be communicated on a later date.

DOUALA, THE 24 MAI 2023

THE GENERAL MANAGER,



**CYRILS NGO'VO**