



together possible



Call for applications

The Worldwide Fund for Nature (WWF) Cameroon in collaboration with MTN Cameroon is recruiting an Incubation Consultant for the “Cameroon PachiPanda Challenge Project”

You want to make a positive difference for the future of people and our common planet, Earth? Working with WWF could be the opportunity of your life.

All around the world, people are waking up to the deepening crisis of nature loss. They increasingly realize that nature is our life-support system, and nobody will be spared from the impact of its disappearance. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from diverse backgrounds with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to businesses or governments, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and ensure that our production and consumption habits are sustainable.

In this regard, we are recruiting an Incubation Consultant for the “Cameroon PachiPanda Challenge Project.”

1. Context and Justification

The PachiPanda Challenge is a collaborative initiative between WWF Cameroon and MTN Cameroon, that seeks to empower youth and youth-led SMEs to develop innovative, tech-based solutions addressing environmental challenges such as climate change, waste management and green energy. This project seeks to empower young entrepreneurs aged 16 to 35 by providing them with the necessary resources and mentorship to develop tech-based solutions addressing critical issues such as waste management, green energy, and water conservation. As part of WWF's mission to halt environmental degradation and MTN's commitment to sustainable development, this initiative fosters impactful solutions for nature and communities.

To ensure the effective implementation of the project, an experienced Incubation Consultant will be engaged to manage the process, mentor participants and facilitate the delivery of high-quality, scalable solutions. The Consultant will ensure that participants receive expert guidance and support throughout the challenge.

2. Main objective

To support the implementation of the Cameroon PachiPanda Challenge by providing incubation services that enhance the capacity of youth-led initiatives and SMEs to develop innovative, sustainable solutions to environmental challenges in Cameroon.

3. Specific objectives

- To identify and incubate over 300 proposals of innovative and sustainable business solutions from youth-led SMEs in 3 months.
- To guide candidates in refining their solutions through mentorship and capacity-building.
- To facilitate the design and delivery of a sprint week, enabling participants to develop viable business models.
- To support the selection of high-potential ideas through pitch events and expert evaluations.
- To ensure alignment of project outcomes with the strategic goals of WWF Cameroon and MTN Cameroon.

4. Main tasks and key deliverables

- **Tasks:**

- Conduct formation sessions to identify challenges and design challenge statements.
- Organize and facilitate a 5-day sprint week for shortlisted candidates.
- Mentor participants on business modelling, customer identification and value propositions.
- Coordinate and oversee the pitch day and finale event.
- Provide regular status updates to WWF Cameroon and MTN Cameroon.

- **Key deliverables:**

- Inception report outlining objectives and timelines.
- Insight formation report and finalized challenge statements.
- Detailed sprint week and mentorship session plans.
- Finalized pitch decks for participants.
- Comprehensive final report summarizing project outcomes, lessons learned and recommendations.

5. Profile of the Consultant

The ideal candidate should have:

- A master's degree in business, environmental science, or related fields;
- At least 5 years of experience in incubation, entrepreneurship or innovation management.
- Proven expertise in mentoring startups and facilitating design-thinking processes.
- Strong understanding of sustainability and environmental challenges.
- Excellent communication, organizational and facilitation skills.

6. Duration

The consultancy is expected to last four (04) months, starting in February 2025 and concluding in May 2025. A detailed timeline will be provided upon contract-signing.

7. Additional requirements

- The Consultant must ensure confidentiality and integrity throughout the assignment.
- The Consultant must adhere to WWF Cameroon's procurement standards throughout the engagement.
- Regular status updates are required to ensure alignment with project goals.
- The Consultant will collaborate closely with both WWF Cameroon and MTN Cameroon representatives throughout the project duration.
- All communications and outputs must adhere to WWF Cameroon and MTN Cameroon branding as well as ethical guidelines.

8. Composition of the application file

The applicant's file must include:

- A complete technical offer
- A detailed financial offer
- A detailed CV of the Consultant including all administrative documents
- Certificates of exclusivity and availability

9. Deadline for submitting applications

14 February 2025 at midnight.

All applications must be submitted at the following addresses: recruit-cam@wwfcam.org and sustainability.cm@mtn.com.

Please, specify in the subject of your application email : **"Cameroon PachiPanda Challenge Consultant"**

Please, note that only short-listed candidates will be contacted.