



# **COUNCIL OF AFRICAN YOUTH IN MINERALS (CAYM)**

**ORGANIZATIONAL PROFILE**

**2023**

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CAYM

## **PRESIDENT'S MESSAGE**

The vision of establishing the Council of African Youth in Minerals (CAYM) is to promote the commitment made by the African Union Heads of State and Government in their Solemn Declaration on the occasion of the 50<sup>th</sup> Anniversary of the OAU/AU to take ownership of the development of the natural resources endowment including minerals through value additions as the basis for industrialization of the continent. The role of its member is to change attitudes and mindsets, to rekindle and strengthen Pan-African values of self-reliance, solidarity and hard work and collective prosperity, and build on African successes, experiences and best practices to forge the African model of development and transformation with minerals resources advancement at the heart of the Africa We Want.

Africa is the youngest continent in the world, with 251 million young people, the CAYM aims to address key barriers that affect the youth involved in the minerals sector, such as unemployment, overrepresentation in the informal ASMs sectors, age discrimination, and lack of access to finance. It is to be noted that Africa is endowed with a wealth of high-value mineral resources that continue to attract excessive global demands due to the current energy transition. Nevertheless, the continent has received very limited benefits and marginalization in the management of mineral resources.

The African youth strongly believes in borderless Africa so do minerals that are trans-boundaries. Therefore, we want to ensure the African perspective in minerals development, through solidarity, integration, implementation of strategic policies, programs and pooled sovereignty on critical issues of continental and global dimensions. The role of the Council (CAYM) is to ensure linking and strengthening relevant minerals institutions at the national and grassroots levels to deliver on Africa Mining Vision for integrated growth; promoting knowledge-based minerals sector through domestication of AMV instruments; improving minerals resources governance; leveraging on minerals value addition and economic diversification, and managing Africa's transition to green energy.

At CAYM, we believe that young African men and women will be the path breakers of the African knowledge society and will contribute significantly to innovation and entrepreneurship. The creativity, energy and innovation of Africa's youth shall be the driving force behind the continent's political, social, cultural and economic transformation. Yet we have to work together and take action now as youth leaders in our various local communities and settings.

**Mr. Arby Kane,**  
**President,** Council of African Youth in Minerals - CAYM

## **A CALL TO ACTION**

### **Reviving the Pan- African Values to Forge a Continental Model of Sustainable Development and Transformation Through Minerals-led Growth**

African youth's voices in sustainable minerals development must be heard, they must be at the table contributing to shape continental, regional, and national policies; and on the grassroots helping to deliver changes and transformation for an integrated, prosperous and peaceful Africa. All of these actions must be at different levels, must be immediate and must start with the youth and stakeholders with bloated hearts for Pan-Africanism.

An overview of the continental policies indicates inclusivity, especially the second ordinary session of the African Union Conference of Ministers responsible for Minerals resources development that was held in December 2011 requested through Decision ***EX.CL/Dec.714(XXI)*** the Member States, the Regional Economic Communities, and non-state actors, including private sectors, civil societies organizations, specialized institutions, organized labor unions, operators, development partners and other stakeholders, to take necessary measures for the effective implementation of the Africa Mining Vision that was endorsed by the AU Heads of State and Government in 2009 and adopted by the Executive Council through Decision ***(EX.CL/Dec.471(XIV))***.

The Africa Mining Vision is one of the several continental frameworks that have been developed under Agenda 2063 to promote transparent, equitable and optimal exploitation of Africa's mineral resources. The vision explicitly mentioned the role of youth in the Artisanal and Small-scale Mining (ASM) sector that contributes to foreign exchange earnings, youth employment and has the potential to elevate to medium and large-scale operations when accorded the opportunities for professionalization and access to technology. In the grand scheme of Africa's vision, young people play a significant role, and with a high number of young people on the continent, that narrative is relevant now more than ever. More than 65% of Africa's population is currently under 24 years, making Africa one of the youngest continents in the world. Africa is therefore readying itself to experience a dividend from its dominant demography within a few decades. The "Africa We Want" is a vision, a progressive stride towards a future whereby Africa is the best version of itself, with its citizens realizing their full potential and living in satisfaction and pride in their continent.

This vision is embodied in Agenda 2063 and reflected in the Africa Mining Vision for a transparent, equitable and optimal exploitation of mineral resources to underpin broad-based sustainable growth and socio-economic development in the continent. At the Council of African Youth in Minerals (CAYM), we believe that young people are partners, assets, and a prerequisite for sustainable development, peace, and prosperity of Africa

with a unique contribution to make to the present and to future development. This led to the formation of the Council in February 2023 to bring together highly motivated young people and African leaders in the mining sector to redefine a clear prospect for this sector with its various specialties, namely Artisanal and Small-Scale Mining (ASM), semi-industrial and large-scale industrial operations.

Furthermore, the Council will develop cooperation between young people and African minerals institutions in leading local content developments with a policy of economic and social development through mining and regional minerals value chains in a borderless Africa. We echoed the solemn call by the Conference of Ministers that requested the African Union Member States producing mineral resources to establish associations and networks to advance the interest of the minerals industry and exchange best practices and experiences. We are hereby, establishing the Council of African Youth in Minerals (CAYM) in February of the year 2023.

## **WHY THE COUNCIL OF AFRICAN YOUTH IN MINERALS**

Our journey towards the Africa of 2063 is full of bams and cracks owing to the rapid globalization, neocolonialism and coercive diplomacy that pushes the continent into the margin of the new world order (offensive use of force, collective security, and great power cooperation). Nevertheless, the Africa Agenda 2063 is of an African own-making, and we are cognizant that sustaining this path and pace, though positive, is not sufficient for Africa to catch up, hence the need for radical transformation at all levels and in all spheres. Africa must, therefore, consolidate the positive turnaround, using the opportunities of demographics, natural resources, urbanization, technology, and trade as a springboard to ensure its transformation and renaissance to meet the people's aspirations.

The Council of African Youth in Minerals (CAYM) is determined to advocate for the implementation of the African industrial development action plan, the Africa Mining Vision at the country, regional and continental levels, in particular fast-tracking the establishment of the centers of excellence for mineral development and value addition; advocating for the implementation of joint cross-border investments to exploit shared natural minerals resources; and promoting social dialogue, sectoral and productivity plans and regional and commodity value chains to support the implementation of industrial policies at all levels, with a focus on Small and Medium-sized Enterprises and Artisanal Small Scale Mining.

The Council will seek for understanding of the nuances of the African Continental Free Trade Area (AfCFTA) for the youth to take advantage of the cross-border trading in goods, raw commodities and services. The Council will further explore modalities for engaging young people in a strategic partnership to facilitate access to the AfCFTA markets. This step will uncover the gap in information about the continental agreement and identify means of active engagement by the government, private sector, women, youth and civil society.

## LOGO EXPLANATION

**The Palm Leaves:** stand for lasting peace and unity in Africa.

**The White Circle:** symbolizes young Africans' aspirations for a bright future led by sustainable mineral resources-based industrialization.

The **Plain Map of Africa** without boundaries in a circle signifies an integrated Africa.

The "**Hammer and Chisel**" crossing the continent symbolizes an advanced minerals industry in a borderless Africa.

The CAYM's eternal theme remains: "...***Mining Our Future, Value Addition on Top...***"

## VISION

Our vision is to revive the Pan- African values to forge a continental model of sustainable development and transformation through minerals-led growth.

## MISSION

The CAYM Mission is to support young Africans in the mining industry to transform their operations and embrace mechanization, value addition, digitization, and automation along the value chains of all minerals.

Our core methodology for achieving this mission is by incubating knowledge through different activities:

- Continental Summits for Minerals actors,
- Minerals specific Conferences and exhibitions,
- Minerals Research and Development,
- Grassroots workshops and training,
- Educational Services on the use of modern technology, and
- Journaling for African narratives in minerals development.

## **OBJECTIVES**

The main objective of the CAYM shall be to develop a local industrialized mine-supporting ecosystem that captures more of the value of the minerals in the host country and enable domestic social-economic development through improved productivity, safety, greener production and sustainable rehabilitation.

### **THE SPECIFIC OBJECTIVES**

**The specific objectives of the CAYM shall be to:**

- a) bring together young African leaders involved in the mining industry including but not limited to miners, investors, policymakers, engineers, students, labor unions, and mining associations;
- b) find solutions to employment problems for young Africans in mining companies and relevant minerals institutions;
- c) promote youth entrepreneurship in the African mining sector including in the jewelry industry (gemstones), ASM sector, and industrial minerals operations;
- d) develop skills to find investments and professionalize the mining activities through the use of technology;
- e) promote access to market and competitiveness under the African Continental Free Trade Area (AfCFTA) and external trading;
- f) develop special tools for enhancing the ASM operations through value addition to minerals;
- g) support the African woman in mining to encourage greater diversity, equity, and inclusion;
- h) link the academic, industry and policy in a coherent manner supported by a pool of minerals development expertise; and
- i) minimize environmental impacts on communities, promote new trends in Environmental Social Governance (ESG) and responsible mining.

### **THE CAYM CORE VALUES**

- a) Inter-connectivity between young Africans in the mining industry
- b) Advocacy and fieldwork
- c) Positive impacts on the local community
- d) ASM for African devolvement and industrialization
- e) Innovation and local content promoters

The Council of African Youth in Mining (CAYM) also abided by the African principles of sustainable partnerships that are guided by Pan-Africanism and African Unity; Respect



for African values, norms and cultures; Solidarity, cooperation and broad-based partnership; Equality and mutual respect; Respect for national sovereignty in the context of shared responsibility and ownership, non-interference and unconditional partnerships; Respect for the Decisions of AU Organs and the Constitutive Act; Inclusivity, accountability, transparency and efficiency; Consistency, value addition, comparative advantage, and mutual political, social and economic benefits.

## **THE CAYM'S AGENDA**

The mineral resources sector plays a larger role in the social and economic transformation of Africa. To achieve the goals of aspiration 1 of the Agenda 2063 for a prosperous Africa based on inclusive growth and sustainable development, policy-makers at all levels must adopt a more inclusive and pragmatic economic transformation through beneficiation from Africa's natural resources, manufacturing, industrialization, and value addition, as well as raising productivity and competitiveness of human resources, especially the young men and women.

The Council of African Youth in Minerals (CAYM) ensures persistent advocacy for strengthening and establishment of strong institutions to deliver on principles of the Africa Mining Vision for integrated growth; promoting knowledge-based minerals sector through domestication of AMV instruments; improving minerals resources governance; leveraging on minerals value addition and economic diversification, and managing Africa's transition to green energy. These will ensure the contribution of Africa's natural resources to the sustainable development of the continent through systematic approaches in order to create a conducive environment for transparent, equitable, and optimal exploitation of mineral resources.

## **THE CAYM'S THEMATIC AREAS**

The Council of African Youth in Minerals (CAYM) shall implement its vision, mission and objectives through 10 thematic areas based on the aspirations for a prosperous Africa based on inclusive growth and sustainable minerals development enshrined in the Africa Mining Vision:

**Thematic Area 1** – mining revenues and mineral rents management

**Thematic Area 2** – geological and minerals information systems

**Thematic Area 3** – building human and institutional capacities

**Thematic Area 4** – artisanal and small-scale mining

**Thematic Area 5** – mineral sector governance and local impacts

**Thematic Area 6** – research development and marketing

**Thematic Area 7** – environmental and social issues

**Thematic Area 8** – linkages, diversification and value addition

**Thematic Area 9** – mobilizing mining technology and infrastructure investment

**Thematic Area 10** – Mainstreaming women and youth in mining sector

## **GOVERNANCE STRUCTURES**

The CAYM shall be governed under the following organs:

- a) The Council of African Youth in Minerals – CAYM / “The Council”;
- b) The CAYM Bureau, and
- c) The Secretariat.

### **THE COUNCIL**

1. The Council shall be represented by the countries’ Council/Associations for mineral resources development or their duly authorized representatives.
2. The Members of the Council, in nominating a representative to the CAYM, pay due regard to their administrative capability.
3. The following shall participate in the Council meetings:
  - a. The President of the CAYM Bureau
  - b. The Secretary-General
  - c. Invited partners and stakeholders
4. The Council shall meet in:
  - a. Ordinary sessions once every two years; and
  - b. Extraordinary session at the request of the President of the Bureau or any country council/associations and upon approval of two-thirds of all the Council Members.
5. The Council shall elect a Bureau, which shall be comprised of a Chairperson, three Vice-Chairpersons and a rapporteur from among its representatives taking into account the principle of geographical rotation.
6. The members of the Bureau shall hold office for four years renewable once for a further term of four years, upon eligibility.
7. The quorum for the Council shall be two-thirds of the total membership of the CAYM.
8. The decision of the Council shall be taken by a two-thirds majority of the Council member present and having a right to vote.
9. The Council shall have the right to invite other stakeholders as observers to attend its meetings without the right to vote.

## **FUNCTIONS OF THE COUNCIL**

The Council shall:

- a) Issues policy guidelines through resolutions and recommendations;
- b) Adopt its Rules of Procedure;
- c) Determine the criteria and the scale of assessment for membership fees;
- d) Appoint and dismiss the Bureau and the Secretary-General;
- e) Appoint external auditors and decide on their mandate and remuneration;
- f) Appoint and dismiss for cause the Members of the CAYM Bureau;
- g) Dissolve the CAYM Bureau, if necessary;
- h) Decide on the necessity of establishing or causing to be established, or dissolving or causing to be dissolved any subsidiary institution.
- i) Decide on the location of any subsidiary institution of the CAYM;
- j) Decide on a sustainable financial mechanism as well as decide and prioritize the activities of the Council relating to critical issues affecting the role of young people in mineral development in different parts of the continent.

## **THE CAYM BUREAU**

The CAYM is headed by a Bureau which consists of a President and 3 Vice-Presidents and rapporteur. The members of the Bureau represent the five regions of the continent (Eastern, Western, Northern, Southern and Central) as per the designation under the five regions.

## **THE BUREAU'S FUNCTION AND RESPONSIBILITIES**

1. The management and administration of the affairs and facilities of CAYM and its Secretariat.
2. Regulating the procedures relating to the financial, organizational and administrative needs in accordance with the Financial Rules of the CAYM and matters concerning Members and the internal organization of CAYM and its Secretariat.
3. Determining the draft agenda and the programs of the annual meetings of the CAYM.
4. Determining the establishment, plan and structure of the Secretariat and laying down regulations for the staff, including their terms and conditions of service.
5. Proposing to CAYM for the adoption of the establishment and job descriptions of its support staff.
6. Proposing, to the CAYM, the appointment of the Secretary-General and the Members of the Secretariat.
7. The preparation of the draft budget and its presentation to the responsible Committee.

8. Coordinating and harmonizing the functions of CAYM Committees.
9. Any other matters in accordance with the directives issued by CAYM.
10. Carrying out any other functions as may be prescribed by CAYM or incidental to these functions.

## **FUNCTIONS AND RESPONSIBILITIES OF BUREAU MEMBERS**

The Bureau is headed by a President chosen by the Council for a one-term leadership (4-years). The Bureau shall comprise of three vice-presidents and one rapporteur. The Bureau is elected by the Council on the basis of rotation, agreed geographical representation and regional consultation. The President shall represent the Council at continental forums.

- a) The Bureau shall meet at least 4 times a year.
- b) At the initiative of the President after due consultation with all the Members of the Council, or at the request of any country members and upon approval by two-thirds majority of the Councils, the Bureau shall meet regularly,

## **FUNCTIONS OF THE PRESIDENT OF THE BUREAU**

- a) The President shall represent the Council, during his/her tenure with a view to promoting the objectives and principals of the Council of African Youth in Minerals (CAYM). He/she shall also, with collaboration of the Members of the Council, carry out functions and duties assigned as strategic priorities;
- b) Chairs all CAYM meetings and deliberations to determine the order of the agenda items, ensures clear and inclusive submission of information by attendees and directs discussions towards achieving consensus and way forward;
- c) Leads efforts in determining the size and structure of the CYAM through organizational reviews, staff appointments and capacity building to ensure the Council has adequate capacity to fulfill on its mandate;
- d) Assumes overall responsibility for the CAYM's administration and finances to ensure efficient and effective undertaking of the Council's mandate and its secretariat;
- e) Prepares the annual report on the CYAM and its activities to inform on the progress of Council projects and programmes and provide recommendations on the way forward;
- f) Promoting and popularizing the CAYM's vision, mission, objectives and enhancing its performance;

- g) Consulting and coordinating with key stakeholders in the minerals industry;
- h) Appointing and managing CAYM staff; and
- i) Acting as a depository for all CAYM legal documents.

### **FUNCTIONS OF THE 1<sup>ST</sup> VICE PRESIDENT OF THE BUREAU**

- a) The 1<sup>st</sup> Vice President shall coordinate the implementation of the following thematic areas for effective function of the Council;
  - i. Thematic Area 1 – mining revenues and mineral rents management;
  - ii. Thematic Area 2 – geological and minerals information systems;
  - iii. Thematic Area 3 – building human and institutional capacities
- b) Liaise with the Secretary-General and relevant Head Departments to implement the above thematic areas;
- c) Represent the Council upon delegation from the President; and
- d) Perform any other duties that can be assigned by the president.

### **FUNCTIONS OF THE 2<sup>ND</sup> VICE PRESIDENT OF THE BUREAU**

- a) The 2<sup>nd</sup> Vice President shall coordinate the implementation of the following thematic areas for effective functioning of the Council;
  - i. Thematic Area 4 – artisanal and small-scale mining
  - ii. Thematic Area 5 – mineral sector governance and local impacts
  - iii. Thematic Area 6 – research development and marketing
- b) Liaise with the Secretary-General and relevant Head Departments to implement the above thematic areas;
- c) Represent the Council upon delegation from the President; and
- d) Perform any other duties that can be assigned by the president.

### **FUNCTIONS OF THE 3<sup>RD</sup> VICE PRESIDENT OF THE BUREAU**

- a) The 3<sup>rd</sup> Vice President shall coordinate the implementation of the following thematic areas for effective functioning of the Council;
  - i. Thematic Area 7 – environmental and social issues
  - ii. Thematic Area 8 – linkages, diversification and value addition
  - iii. Thematic Area 9 – mobilizing mining technology and infrastructure investment

- b) Liaise with the Secretary-General and relevant Head Departments to implement the above thematic areas;
- c) Represent the Council upon delegation from the President; and
- d) Perform any other duties that can be assigned by the president.

## **FUNCTION OF THE RAPPORTEUR OF THE BUREAU**

- a) The Rapporteur shall coordinate the implementation of the following thematic area for effective function of the Council;
  - i. Mainstreaming women and youth in mining sector
- b) Liaise with the Secretary-General and relevant Head Departments to implement the above thematic area;
- c) The rapporteur shall be the custodian of all the project reports and achievements;
- d) The rapporteur shall monitor and evaluate the overall performance of the Council, Bureau and Secretariat;
- e) Represent the Council upon delegation from the President; and
- f) Perform any other duties that can be assigned by the president.

## **THE SECRETARIAT**

1. The Secretariat shall be headed by a Secretary-General who shall be assisted by the necessary and competent Head Departments for the smooth functioning of the CAYM.
2. The Council shall on the recommendation of the CAYM Bureau appoints the Secretary-General.
3. In the appointment of the Secretary-General and other staff, consideration shall be to ensure competence, gender balance, qualification, experience, high integrity and geographical distribution of the posts.
4. The Secretary-General shall serve in office for a term of four (4) years renewable only once.

## **FUNCTIONS OF THE SECRETARY-GENERAL**

### **The Secretary-General shall:**

- a. Follow up and ensure the implementation of the resolutions, directives and decisions of the Council and the Bureau in accordance with the rules and regulations of the CAYM;
- b. Represent the CAYM and defend its interest under the guidance and approval of the CAYM Bureau and the Council;
- c. Promote the development of the programs, projects and initiatives of the CAYM;
- d. Prepare and submit proposals relating to the work programs, business plans, strategic objectives, projects, activities and budgets of the CAYM and ensures their implementation;
- e. Oversee the administrative and financial management of the CAYM by appropriately managing the budgetary and financial resources including collecting the approved revenue from various sources;
- f. Prepare financial reports and budgets to be submitted to the Council for approval on the recommendation of the CAYM Bureau, in accordance with the CAYM's rules and regulations;
- g. Submit reports on the activities of the CAYM to the Council and Bureau;
- h. Appoint the staff of the CAYM and terminate their contracts of appointments in accordance with the CAYM's Staff Rules and Regulations and approval of the Bureau President;
- i. Prepare and service meetings of the Council, the Bureau and Committees of the CAYM;
- j. Organize meetings and undertake studies as necessary and maintain relevant records in relation thereto;
- k. Submit to the Council and Bureau annual reports on the operations of the CAYM;
- l. Keep in custody the seal, documents, files and other data relating or relevant to the work of the CAYM; and
- m. Make recommendations to improve the CAYM's operational efficiency.
- n. The Secretary-General shall be assisted by two assistances:

- i. Assistance Secretary-General for Administration and Finance
- ii. Assistance Secretary-General for Institutional Matters and Programmes Coordination
- o. The roles and responsibilities of the two assistances to the Secretary-General are indicated in the Constitution of the CAYM.

## **FUNCTIONS OF THE HEAD OF DEPARTMENTS**

The Head of Departments support the Secretary-General in running the Council Secretariat, have the responsibilities to implement all projects, initiative and programs relating to their portfolios. Eight Heads of Departments shall be appointed for four-year terms, renewable once upon eligibility.

## **HEAD OF PROGRAMS MANAGEMENT**

- a) The Head of Programs management shall oversee the planning, execution and delivery of projects,
- b) Shall be responsible for managing all aspects of CYAM's programs, including developing strategies, setting goals, creating plans, assigning resources, tracking progress and resolving issues;
- c) Managing the implementation of new programs according to the CAYM's strategic plan;
- d) Ensuring that projects are completed on time, within budget, and meet quality standards;
- e) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- f) When necessary, the Program Management Head can be assisted by two officers (i.e., Assistance on Monitoring and Evaluation; and Assistance on Programs development).

## **HEAD OF INFORMATION AND COMMUNICATION**

- a) The Head of Information and Communication establish and drive a multi-channel communications strategy;
- b) Prepare and manage all communications material;
- c) Develop a brand voice and maintain brand integrity across all platforms;
- d) Manage media relations;
- e) Develop contacts with media members, influencers and community leaders;
- f) Lead a team of communication, marketing and design professionals;
- g) Assist in the creation of digital, video, audio and print content;



- h) When necessary, the Head of Information shall be assisted by four Communication and media experts (i.e. Content and Website Developer Expert; Multimedia & Social Media Expert; Branding, Advertisement and Exhibitions Expert; and Conference Management Expert).

## **HEAD OF CONTINENTAL OPERATIONS AND DIASPORA AFFAIRS**

- a) The Head shall coordinate CAYM programs and activities at the continental levels and strengthening the role of African in the diaspora to contribute to sustainable minerals development in the continent;
- b) Ensure implementation of CAYM farmwork that is anchored on the principle of subsidiarity, complementarity and competitive advantage;
- c) Propose programs and activities that can be scale-up at a continental level or domesticated at the national/local levels;
- d) Advise the Council in adopting new knowledge, skills and technology in the mining industry;
- e) Ensure a balance in the CYAM programs that are centred around six regions (Central Africa Region, Western Africa Region, Eastern Africa Region, Northern Africa Region, and African in the Diaspora);
- f) Advocating for market access in the diaspora;
- g) Advocate for the linkages of the African Continental Free Trade Area (AfCFTA) and Youth in the minerals industry;
- h) African Diaspora Mapping and Research study data capture and promote Intercontinental partnership strategies on sustainable minerals development;
- i) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- j) When necessary, the Head may be assisted by six experts, each in charge of a region and one for the Diaspora.

## **HEAD OF FINANCE, RESOURCE MOBILIZATION AND SKILLS DEVELOPMENT**

- a) The Head shall ensure all accounting activities and internal audits comply with financial regulations of CAYM;
- b) Allocate resources and manage cash flows; conduct profit and cost analyses; and Conduct risk management on CYAM annual budget;
- c) Ensure predictable and sustainable long-term funding to meet the needs of the Council and proposes new financing mechanisms;
- d) Leverage private- sector investments and expertise to support the work of CAYM where relevant;

- e) Designing capacity building workshops, e-courses or seminars to train individuals to perform new or existing tasks in an efficient manner;
- f) Creates training strategies designed to help individuals or departments to operate more productively.
- g) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- h) When necessary, the Head may be assisted by three experts (i.e., Finance Assistance; Resources Mobilization Expert; and Learning and Development Expert).

### **HEAD OF PARTNERSHIPS AND STRATEGIC PLANNING**

- a) The Head shall be responsible for managing relationships between CAYM and its partners;
- b) Develop and implement long-term growth strategies for the CAYM progress;
- c) Identify business opportunities that would generate more resources to CAYM;
- d) Manage relations with the continental, regional and national institutions working in minerals development;
- e) Offers strategic direction to the growth of the CYAM' operations;
- f) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- g) When necessary, the Head may be assisted by two experts (i.e., Expert on Partnerships; and Expert on strategic Planning).

### **HEAD OF RESEARCH DEVELOPMENT AND CAPACITY BUILDING**

- a) Leads research for the adoption of new technology and equipment to improve the mining operations in Africa;
- b) Lead innovation in new technologies for product innovation and production processes;
- c) Formulate innovation initiatives aligned to the CAYM's vision, mission and values;
- d) Evaluate benefits, trade-offs and impact of new technologies;
- e) Develop a capacity-building trainings and manuals on priority areas in minerals development;
- f) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- g) When necessary, the Head may be assisted by two experts (i.e., Expert on Research Development; and Expert on Capacity Building and Training).

## **HEAD OF ENTREPRENEURSHIP AND TECHNOLOGICAL INNOVATION**

- a) The Head shall generate and transfer insights into how CAYM can successfully mobilize entrepreneurship and innovation to create, manage, and address technological transformation in the mining sector;
- b) Creates programs and strategies to further the goals and mission of the department;
- c) Develops relationships with community-based, faith-based and social service organizations within the community to further collaborative initiatives;
- d) Determines types and levels of services to be provided and standards by which delivery will be evaluated;
- e) Monitors and measures the overall successes of program and program participants;
- f) Analyzes situations accurately and adopts effective courses of action; Selects, assigns, directs, and evaluates the performance of direct reports; oversees staff professional development and training programs;
- g) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- h) When necessary, the Head may be assisted by an expert (i.e., Tech expert).

## **HEAD OF LEGAL AFFAIRS**

- a) Provide legal representation to the Organization, support the work of the Organization and manage the full range of legal strategies and responsibilities;
- b) Set the strategy and goals for the Legal team in alignment with the larger organizational goals;
- c) Provide counsel to staff in all departments on a variety of complex issues.
- d) Identify, research, and analyze legal issues that affect the Organization and its activities at the local, national, regional and continental levels associated with the Organization's activities, ongoing operations, and strategic initiatives, including but not limited to, revenue diversification, and jurisdictional and programmatic expansion;
- e) Develop and implement staff-friendly plans, systems and procedures;
- f) Perform any other duties and responsibilities that may be assigned by the Secretary-General; and
- g) When necessary, the Head may be assisted by six experts specialized in different legal matters.

## **Membership**

The Membership of the CAYM shall be open to all qualified policymakers, private junior mining companies, semi-industrial mines, business groups, non-governmental organizations, relevant mining professionals, academia, media, local communities and young miners' associations. The CAYM Constitution explained the obligations of the members.

## **LEGAL CAPACITY**

For the fulfillment of its objectives, the CYAM shall, in particular, have the legal capacity to be registered in one or more countries in Africa, enter into agreements; acquire property and institute legal proceedings.

## **SUBSIDIARITY OR AFFILIATED INSTITUTIONS OF THE CAYM**

There shall be such subsidiary or affiliated institutions/companies of the CAYM and the Council may decide for the purposes of carrying out the functions of the CAYM.

## **COOPERATION WITH OTHER ORGANIZATIONS**

The CAYM shall work in close cooperation with the Ministries of Mines and Minerals Development in all 55 Member States of the African Union; other inter-governmental organizations African Union organs, specialized Agencies, regional mechanisms, Regional Economic Communities, national organizations, including government ministries, universities, industrial research and training institutes, mineral development and policymaking bodies as well as the private, civil society organizations and international agencies.

## ANNEX II

### BUREAU OF THE COUNCIL OF AFRICAN YOUTH IN MINERALS

(February 2023 – February 2028)

S/N	Full Name	Position	Country
<b>I. THE BUREAU</b>			
1.	Arby Kane	President of CYAM Bureau	Mauritania
2.	Osman Aoudou	1 <sup>st</sup> Vice President of the Bureau	Cameroon
3.	Peter Mutie Kilatiya	2 <sup>nd</sup> Vice President of the Bureau	Kenya
4.	Coffey Moeng Monyakeng	3 <sup>rd</sup> Vice President of the Bureau	Botswana
5.	Josephine Chiname	The Bureau Rapporteur	Zimbabwe
<b>II. THE CAYM SECRETARIAT</b>			
6.	Koat Diw Goach	Secretary-General	South Sudan
7.	George Rwegoshora Kato	Assistance Secretary-General for Administration and Finance	Tanzania
8.	Igiraneza Aristide	Assistance Secretary-General for Institutional Matters and Programmes Coordination	Burundi
<b>III. HEADS OF DEPARTMENTS</b>			
9.	Rehema Patricks	Head, Programs Management	Burkina Faso
10.	Taliat Olantunde	Head, Information & Communication	Nigeria
11.	Frank Y	Assistant, Information & Communication	Uganda
12.	Mecktilder M. M.	Head, Continental Operations & Diaspora Affairs	Tanzania
13.	Grâce Lamanya	Head, Finance, Resource Mobilization & Skills Development	South Sudan
14.	John Youhanes Magok	Head, Partnership & Strategic Planning	South Sudan
15.	Florence Anengbah	Head, Research Development and Capacity Building	Cameroon
16.	Rachel Kombela	Head, Entrepreneurship and Technological Innovation	DRC
17.	Kennedy Rachid	Entrepreneurship and Technological Innovation	Malawi

18.	Benjamin Masumo Mwinga	Head, Legal Affairs	Zambia
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