

Cadre Organique de la Province

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'inyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Inyanya y'akazi ishamiyeye ku rwego rw'umurimo | Ibisabwa n'imitere y'ihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|---|--|--|--|---|-----------------------------|-------------------|--------------------------|
| Ibiro by'Umukuru w'Intara (ibikurikira) | (A) ¹ | (A) | (A) | (A) | (B) ² | (B) | A ↔ B | |
| | | <ul style="list-style-type: none"> - Kumenyeshya Minisitiri y'Ubutegatsi bw'Igihugu uko ibintu byifashye mu Ntara n'ikindi kintu cyose cyagiriye Igihugu inyungu ; - Gukora ku buryo abaturage bamenyeye amategekako n'amabwiriza ya politiki rusange Igihugu kigenderaho ; - Gutanga raporo zisanzwe za buri gihye n'iz'ibikorwa byakozwe n'ubuyobozi bw'Intara ; - Guhagararira Intara mu nkiko arega cyangwa yiregura ; - Kwita ku kazi ako ari ko kose kajyanye n'inshingano ze ; - Gukurikira ibikorwa by'imyango itegamiye kuri Leta n'amashyirahamwe bikorera mu Ntara ; - Gutumira no kuyobora inama za Komite (Akanama) mpuzabikorwa ; | | | | | | |

¹ (A) Imirimo n'inyanya y' Akazi
² (B) Ubushobozi bw' Akazi (Akazi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere y'ubwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanza w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanza |
|---|--|---|--|---|--|---------------------------------|-------------------|--------------------------|
| Ibiro by'Umukuru w'Intara (ibikurikira) | Umukuru w'Intara (ibikurikira) | - Guturira no kuyobora imama z'imama ishinze umutekano ; - Gushyikirana n'abanyamahanga bafasha Intara ; - Kwakira no kuyobora abashyitsi ; - Kuzaza igitabo cyandikwamo gahunda y'uko Umukuru w'Intara yakira abashyitsi ; - Kubika amadosiye, inyandiko n'izindi mpapuro by'akazi ; - Kwakira telefoni ; - Kohereza amabarurwa abo akenewe. | Umunyamabanga w'Umukuru w'Intara | Impamubunye ya A2 mu Bunyamabanga + imyaka 2 y'uburambe ku mwanza w'ubunyamabanga - Kumenya gukoresha neza orudinatori no gukoresha orudinatori mu mirimo myinshi yo mu biro. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo w'Imyamba irimo (A) 1 | Inshingano z'Urwego rw'umurimo (muri rusange) | (A) | Imyamba y'akazi ishanikaye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uw'akazi (B)? | Amashuri y'uburambe ku kazi (B) | Ibisoba Nuro A ↔ B | Umubare/Abantu/Umwanya |
|---|--|--|---|---|---|--|---------------------------------|--------------------|------------------------|
| Isinda ribura ibikorwa by'Umutekano n'Ububabera | Ushinzwe Imikoranire y'Inzego z'Umutekano n'Ububabera | - Kunoza imikoranire y'Inzego z'umutekano n'ububabera; - Guhiza Ihara n'Inzego z'Umutekano n'Ububabera; | Ushinzwe Imikoranire n'Ubucamanza | Impanyabumenyi ya A ₀ mu Mategeko, Ubumenyi muri Politiki, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |
| Umunyamabanga | - Kwakira no kuyobora abashyitsi; - Kuzaza igitabo cyandikwamo gahunda y'uko umuhuzabikorwa yakira abashyitsi - Kubika amadosiye, inyandiko n'impapuro z'akazi; - Kwakira telefoni; - Kohereza amabwirwa abo agenewe | Umuhuzabikorwa w'Ubutababera by'Inkiko Gacaca | Umuhuzabikorwa Wungirije w'Inkiko Gacaca | Impanga indi bihwaye mu Mategeko, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |
| | | | Ushinzwe Imikoranire y'Inzego z'Umutekano w'Inkiko Gacaca | Impanga indi bihwaye mu Mategeko, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |
| | | | Ushinzwe Imikoranire n'Amagereza | Impanga indi bihwaye mu Mategeko, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |
| | | | Ushinzwe Imikoranire y'Inzego z'Umutekano w'Inkiko Gacaca | Impanga indi bihwaye mu Mategeko, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |
| | | | Ushinzwe Imikoranire y'Inzego z'Umutekano w'Inkiko Gacaca | Impanga indi bihwaye mu Mategeko, Ubutegesi bwa Leta n'Impanyabumenyi ya A ₀ | | | | | |

1 (A) Imirimo n'Imyamba y' Akazi
 (B) Ubushobozi bw' Akazi (Akazi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imitere y'ihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwu mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|---|--|---|--|---------------------------------|-------------------|--------------------------|
| Ibiro by'Umunyamabanga Nshingwabikorwa | Umunyamabanga Nshingwabikorwa | - Gutanga amabwiriza, guhuza no kugenzura ibikorwa byiyanye na politiki n'ubutegetsi bwo mu Ntara; - Gutegura gahunda rusange y'ibikorwa by'Intara. - Gusuzuma amadosiye n'izindi nyandiko zigonba kwemezwa cyangwa gushyirwaho umukono n'Umukuru w'Intara; - Kugena no gukurikirana hafi ibikorwa by'Intara; - Gukurikirana imikoreshereze y'umutungo w'Intara no kubitungaho raporo ishyikirizwa Umukuru w'Intara; - Gukurikirana imicungire y'imishinga ikorera mu Ntara no kugenzura imishinga ya Leta | Umunyamabanga Nshingwabikorwa | Impanyabumenyi ya A ₀ mu Mategeko, Ubutegetsi bwa Leta, Ubumenyi bw'Imibereho myiza y'Abaturage cyangwa indi bihwanye + imyaka itanu y'uburambe mu Butegetsi bwa Leta n'ubw'abikorera ku giti cyabo cyane cyane mu mwanya y'ubuyobozi. | | | | |

¹(A) Imirimo n'Imyanya y'Akazi
²(B) Ubushobozi bw'Abakozi (Abakozi)

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|--|---|--|---|--|---|------------------------------------|----------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ibiro by'Umunyamabanga Nshingwabikorwa (ibikurikira) | Umunyamabanga Nshingwabikorwa (ibikurikira) | - Guteza imbere ikoranabuhanga, ubumenyi bw'abakozi bo mu Ntara, kugenzura amahugurwa yabo, no kunozza imikorere yabo (Umusaruro ku kazi); - Gukurikirana hafi iegurwa rya raporo z'ibikorwa; - Gushyikirana n'abadufasha mu majyambere y'Intara bakorera mu Gihugu no mu mahanga; - Kuyobora inama z'Abakuru b'inzego z'Intara n'iz'abakozi bose b'Intara igihe bibaye ngombwa; - Gusimbura Umukuru w'Intara igihe adahari cyangwa yagize impamvu ituma asiba, mu micungire y'imirimo ya buri munsu ikorwa mu Ntara; - Kuba umwanditsi w'Akanama (Komite) mpuzabikorwa by'Intara; - Gutanga amanota ku rwego rwa mbere ku bakazi b'Intara abifashijwemo n'abakuru b'imirimo mu Ntara. | | | | | | |

(A) Imirimo n'Imyanya y'Akazi
; (B) Ubushobozi bw'Abakozi (Abakozi)

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|--|--|---|---|--|--|--|---------------------------|--------------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku urwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba- nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ibiro by'Umunyamaban- ga Mpuzabikorwa (ibikurikira) | Umunyamabanga | - Kwakira no kuyobora abashyitsi ; - Kuzaza igitabo cyandikwamo gahunda y'uko Umunyamabanga Nshingwabikor- wa, yakira abashyitsi ; - Kubika amadosiye, inyandiko n'izindi mpapuro zo mu kazi ; - Kwakira telefoni ; - Kohereza amabaruwa abo agenewe. | Umunyamabanga w'Umunyamaban- ga Nshingwabikorwa a | Impamyabumenyi ya A ₂ mu Bunyamabanga + inyaka 2 y'uburambe ku murimo w'umunyamabanga, kuba azi gukoresha orudineri. | | | | |
| Ishami rishinzwe Ubugenzuzi bw'Intara | Umukuru w'Ishami | - Kugenziya amafaranga yose agenda ku bintu hakurikijwe imibare y'umucungamutungo w'Intara mbere y'uko yemeza n'Umunyamabanga Nshingwabikorwa. - Gusuzuma umutungo uhari- n'uko amafaranga atangwa ku bintu akoresheya hakurikijwe amategeko n'inzira z'imikoreshereze y'Imari ; - Gushyirira umukono ku nyandiko mpeha bwishyu ; - Kugenziya ishusho y'umutungo wagenzuwe ukagaragazwa n'ibaruramari ry'amafaranga yakoreshejwe n'ibaruramari ry'amafaranga yo kugura ibikenewe. | Umukuru w'Ishami rishinzwe Ubugenzuzi bw'Intara. | Impamyabumenyi ya A ₀ mu Bukungu, Gucunga Imari ya Leta, Ubucunzi cyangwa ibaruramari + inyaka 3 y'uburambe mu byerekeye gucunga Imari ya Leta. | | | | |

¹ (A) Imurimo n'Imyanya y' Akazi
² (B) Ubushobozi bw' Abakozi (Abakozi)

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|--|---|--|--|---|---|------------------------------------|----------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imitere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Ibarura ry'Imari ya Leta | Umukuru w'Ishami | - Gukusanya amafaranga ashyirwa mu Isanduku ya Leta; - Kubika inyandiko z'ibaruramari; - Kubitisa buri munsu amafaranga yakiriye; - Gutangira raporo igihe. | Ishami rishinzwe Ibarura ry'Imari ya Leta | Impamyabumenyi ya A ₀ mu Ibaruramari, Imari ya Leta, Icungamutungo cyangwa indi bihwanye + inyaka itatu (3) y'uburambe mu byerekeye Ibaruramari. | | | | |
| Isinda rishinzwe guhuza ibigo bya Leta. byigenga n'Urugaga rw'Abikorera ku giti cyabo. | Ushinzwe Imikoranye n'ibigo bya Leta n'Urugaga rw'Abikorera ku giti cyabo | - Kunoza imikoranye n'ibigo bya Leta n'Urugaga rw'Abikorera ku giti cyabo; - Gutuza inzego z'intara n'ibigo byigenga n'Urugaga rw'Abikorera ku giti cyabo. | Ushinzwe Imikoranye n'ibigo bya Leta n'Urugaga rw'Abikorera ku giti cyabo. | Impamyabumenyi ya A ₀ mu Bumenyi mu bya Politiki, Ubutegetsi bwa Leta, Amategeko cyangwa indi bihwanye. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozzi (Abakozzi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imitere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|--|---------------------------------|--------------------|--------------------------|
| Ishami rishinzwe Iumanaho n'Imikoranye n'Abandi | Umukuru w'Ishami | <ul style="list-style-type: none"> - Kugena imigambi, gutunganya, guhura, kugenzura no gusuzuma ibikorwa by'Ishami ; - Gukora umurimo w'Ishinzwe Itangazamakuru mu Ntara; - Gutegura no gukurikirana amatangazo akenewe itangazamakuru ; - Gutangiza gahunda z'itumanaho kugira ngo rubanda (abaturage) bamenye ibikorwa by'Intara n'ibyoyagezeho; - Gutangaza mu binyamakuru gahunda n'imishinga by'Intara ; - Gukorana n'inzego ntaramakuru zo mu gihugu n'izo mu mahanga ; - Gutegura no gutunganya imibonano y'abategesi b'Intara n'itangazamakuru ; - Kureba ko itangazamakuru rikurikirana imibonano hagati y'ubuyobozi bw'Intara n'abashyitsi, n'ingendo mu Turere, Imirenge n'Utugari, amanama n'ibiganiro n'abayobozi b'Intara ; - Kugenzura iyakirwa ry'abayobozi mu rwego rwo hejuru baje gusura Intara. | Umunyamabanga w'Umunyamabanga nshingwabikorwa | Impamyabumenyi ya A ₀ mu Bumenyi mu Itumanaho, Itangazamakuru cyangwa Indimi + imyaka 3 y'uburambe mu byerekeye Itumanaho. | | | | |

¹(A) Imirimo n'Imyanya y' Akazi
²(B) Ubushobozi bw' Abakozi (Abakozi)

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|--|---|---|--|---|---|------------------------------------|---------------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Ishingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisobanura n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanura nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Imanaho n'Imikoranye n'Abandi | Ushinzwe Imikoranye n'Abandi. | - Kuyobora abashyitsi mu nzego zitandukanye z'imirimo z'intara; - Kwita ku kwakira abayobozi bo mu rwego rwo hejuru; | Ushinzwe Imikoranye n'Abandi. | Impamyabumenyi ya A ₁ mu Buryamabanga cyangwa A ₀ mu Butegetsi bwa Leta + inyaka 3 y'uburambe mu Butegetsi bwa Leta cyangwa Urwego rw'Abikorera ku giti cyabo, kuba azi neza gukoresha orudinatari akanayikoresha mu mirimo myinshi yo mu biro. | | | | |
| Ishami rishinzwe Uburyamabanga Rusange | Umukuru w'Ishami | - Kuzaza igiabo rusange cyandikwamo ubutumwa bwoherejwe cyangwa bwakiriwe n'intara; - Kugenzura ibyandikwa kuri orudinatari no gushora inyandiko - Gutegura no gukosora imishinga y'amabarurwa; - Kwakira, kwandika no kubika ubutumwa bw'intara; - Kohereza amabarurwa hanze; - Gutegura inyandikomvugo y'inama; - Kureba ko amabarurwa yoherezwa kandi agatangirwa igihe; - Kwakira ubutumwa; - Kwakira telefoni - Kwandika ubutumwa bwakiriwe; - Gukosora inyandiko zigomba gushyirwaho umukono. | Umukuru w'Ishami ry'Uburyamabanga Rusange. | | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

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|--|--|--|--|--|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Ubunyamabanga Rusange (ibikurikira) | Umunyamabanga | - Kwakira ubutumwa ; - Kwakira telefoni; - Kwandikira mu gitabo ubutumwa bwakiriwe n'ubwoherzwa no gukosora inyandiko zigomba gushyirwaho umukono; - Kwakira abashyitsi; - Gusimbura Umukuru w'Ishami igihe adahari cyangwa yagize izindi mpamvu. | Umunyamabanga mu Bunyamabanga Rusange | Impanyabumenyi ya A ₂ mu Bunyamabanga, kuba azi gukoresha orudinatori no kuyikoresha mu mirimo myinshi yo mu biro. | | | | |
| Ubuyobozi bushinzwe Politiki n'Ubutegesi bw'Intara | Umuyobozi | - Kugena imigambi, guhuza, kugenzura no gusuzuma ibikorwa by'Ubuyobozi ; - Kugenzura ikurikizwa ry'amategeko, amabwiriza n'ibyemero byerekeye ubutegetsi bw'Intara n'Uturere ; - Gukurikira ishyirwa mu bikorwa ry'ubutegetsi abaturage bikoze n'inzego zikorera mu Ntara. | Umuyobozi ushinze Politiki n'Ubutegesi bw'Intara. | Impanyabumenyi ya A ₀ mu Bunyami mu bya Politiki, Amategeko n'Ubutegesi bwa Leta, Ubumenyi mu Mibereho Myiza y'Abaturage cyangwa indi bihanye + imyaka 5 y'uburambe mu Butegesi bw'Igihugu. | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi
² (B) Ubuyobozi bw' Akazi (Akazi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|---|---|---|--|---------------------------------|--------------------|--------------------------|
| Ubuyobozi bushinzwe Politiki n'Ubutegetsi bw'Intara (ibikurikira) | Umuyobozi (ibikurikira) | - Gukurikirana ibyemezo bitatwa n'abayobozi b'Uturere kugira ngo arebe niba bitanyuranyije na politiki y'Igihugu; - Gukorana n'inzego zishinzwe umutekano w'abantu n'ibintu mu Ntara; - Gusakaza amategeko n'amabwiriza na politiki rusange Igihugu gikurikiza; - Gukurikirana uko ibintu byifashe muri rusange mu Ntara n'ikindi kintu cyagiriye Igihugu inyungu kandi akabimenyeshya Abayobozi b'Intara; - Kugenzura imicungire y'abakozi; - Guhamya inyangirika - Gukurikirana ibibazo by'abaturage n'amadosiye arimo impaka zigomba gukemurwa; - Kugenzura ikusanywa ry'ibitazo bikubiyemo amategeko; Gukosora raporo z'igihembwe n'umwaka z'ibikorwa by'ubuyobozi | | | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|--|---|--|--|---------------------------------|-------------------|--------------------------|
| Ubuyobozi bushinzwe Politiki n'Ubutegesi bw'Intara (ibikurikira) | Umunyamabanga | - Kwakira no kuyobora abashyitsi ; - Kuzaza igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi ; - Kubika amadosiy'e, inyandiko n'izindi mpapuro z'akazi ; - Kwakira telefoni ; - Kohereza amabariwa abo agenewe. | Umunyamabanga w'Ubuyobozi bushinzwe Politiki n'Ubutegesi bw'Intara. | Impamyabumenyi ya A ₂ mu Bunyamabanga + imyaka ibiri (2) y'uburambe mu Butegetsi bwa Leta cyangwa Abikorera ku giti cyabo, kuba azi gukoresha neza orudinatori akanamenya kuyikoresha mu mirimo myinshi yo mu biro. | | | | |
| | | Kwandika kuri orudinatori inyandiko z'Ubuyobozi | Umunyamabanga wandika kuri orudinatori | Impamyabumenyi ya A ₂ , kuba azi gukoresha orudinatori kandi akayikoresha mu mirimo myinshi yo mu biro. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubuyobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambitse ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Ubuyobozi n'Imicungire by' Abakozi | Umukuru w' Ishami | -Kugena imigambi, gutunganya no guhuza ibikorwa by'imicungire y'ubuyobozi bw' abakozi b'Intara; -Gucunga amadosiye y'ubuyobozi bw' Abakozi; - Gutegura imbonerahamwe y'iminsi y'ikiruhuko ku bakozi no kuyikurikirana; - Kwakira no gusuzuma ibibazo by' abakozi; - Kugenzura ibarwa ry'imishahara n'ishimwe by' abakozi; - Kumenya gucunga imibare y'agateganyo y' abakozi; - Gukurikirana uko abakozi bubahiriza amasaha mu kazi; - Guhuza n'ibihwe amadosiye yarekeye ubuyobozi n'imari; - Kugenzura itegurwa ry'amadosiye yerekeye ubwishingizi bw' indwara n'ubwiteganyirize bw' abakozi; - Gukora raporo z'igihembwe n'iz umwaka z'ibikorwa. | Umukuru w' Ishami rishinzwe Ubuyobozi n'Imicungire by' Abakozi. | Impamyabumenyi ya A ₀ mu Bumenyi bw'Imibereho Myiza y'Abaturage, Ubutegesi bwa Leta, Amategeko, Ubumenyi Nengakamere (Psychologie/Psychologie y'cyangwa Ubumenyi mu by'Uburezi (Sciences de l'Education + imyaka 3 y'uburambe mu gucunga abakozi | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi
² (B) Ubushobozi bw' Abakozi (Abakozi)

| | | | | | | | | |
|---|---|---|---|--|---|-----------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Ubuyobozi n'Imicungire by' Abakozi (ibukurikira) | Ushinzwe gucunga amadociye y' abakozi | - Gucunga amadociye y' ubuyobozi bw' Abakozi. | Ushinzwe gucunga amadociye y' abakozi | Impamyabumenyi ya A ₁ mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Muryangano (Sociologie) cyangwa Ubumenyi Ngenakamere (Psychologie) cyangwa indi bihwanye. | (B) ² | (B) | A ↔ B | |
| | | | | Impamyabumenyi ya A ₁ mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Muryangano (Sociologie) cyangwa Ubumenyi Ngenakamere (Psychologie) cyangwa indi bihwanye. | | | | |
| | | | | Impamyabumenyi ya A ₁ mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Muryangano (Sociologie) cyangwa Ubumenyi Ngenakamere (Psychologie) cyangwa indi bihwanye. | | | | |

(A) Imirimo n'Imyanya y' Akazi
 (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|--|--|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Politiki na Gahunda y'Imiyoborere Myiza n'ibyerekeye Amategeko | Umukuru w'Ishami | <ul style="list-style-type: none"> - Gusuzuma no Gutanga inama ku bibazo biyanye n'imikorere y'uturere mu rwego rw'ubutegetsi; - Gutagararira igenzura ry'imicungire y'imari y'Uturere; - Gusuzuma niba ibyemezo bifatwa n'abayobozi b'Uturere biyuranyije na politiki Igihugu kigenderaho no kubimenyesha Ubutegetsi bw'Intara; - Kumenyesha inzego zikorera mu Ntara amategeko, amabwiriza na politiki rusange Igihugu kigenderaho; - Gukurikirana ishyirwa mu bikorwa ry'ibyemezo bya Guverinoma mu biyanye n'imiyoborere myiza; - Gutegura imishinga y'amabwiriza akenewe Uturere; - Gusesengura raporo zituruka mu Turere; - Kunganira Intara ayungura inama ku bibazo biyanye n'amategeko; - Kungura inama ku bibazo biyanye n'ishyirwa mu bikorwa ry'ibyemezo by'inkiko. | Umukuru w'Ishami rishinzwe Politiki, Gahunda y'Imiyoborere Myiza n'ibyerekeye Amategeko. | Impanyabumenyi ya A ₀ mu Bumenyi mu bya Politiki, Ubutegetsi bwa Leta, Amategeko, Ubumenyi Nengakamere cyangwa Ubumenyi mu mibanire y'Abantu mu Miryango + imyaka 3 y'uburambe akora mu Butegetsi bw'Igihugu. | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|---|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Politiki, Gahunda y'imiyoboreye Myiza n'ibyerekere Amategekko (ibikurikira) | Ushinzwe Politiki na Gahunda | - Kugira uruhare mu kugenzura mu byerekeye Ubutegesi inzego zihuza ibikorwa by'Uture ; - Kugira uruhare mu ikurikirana ry'iyubahirizwa ry'amategekko, amabwiriza, ibyemezo na politiki yo kwegereza ubutegetsi abaturage mu nzego zose zikorera mu Ntara; - Kugira uruhare mu gusakaza politiki rusange y'Igihugu mu nzego z'Intara; - Kugira uruhare mu gukurikirana no gusuzuma ishyirwa mu bikorwa rya politiki y'imiyoboreye myiza mu nzego z'imirimo y'Intara ; - Gusesengura raporo z'Uture ; - Kwakira ibibazo by'abaturage ; - Gutegura ibisubizo ku mabaruwa yose asaba ko ubuyobozi bw'Intara bugira icyo buyavugaho. | Ushinzwe Politiki na Gahunda | Impamyabumenyi ya A1 mu Bumenyi muri Politiki, Ubutegesi, Ubumenyi Nengakamere (Psychologie) cyangwa Ubumenyi bw'Imibanire y'Abantu mu Muryangano (Sociologie). | | | | |

¹(A) Imirimo n'imyanya y' Akazi
²(B) Ubuyobozi bw' Akazi (Akazi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambere ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
|--|---|---|---|--|---|-------------------------------|-------------|--------------------------|
| | (A) ¹ | (A) | (A) | (A) | (B) ² | (B) | A ↔ B | |
| Ishami rishinzwe Politiki, Gahunda y'Imyoborere Myiza n'Ibyerekeye Amategeko | Ushinzwe gukemura Impaka n'Ibyerekeye Amategeko | - Kwiga amadosiye y'ubuyobozi na tekhniki yakunye impaka; - Gucunga ibitabo by'amategeko, amabwiriza, inyandiko n'ibyemezo bitanywe isano n'amategeko; - Gukurikirana umurimo wose ujyana no gushyiraho amategeko watangijwe mu nzego z'imirimo y'Intara; - Gutanga ibitekerezo mu byerekeye amategeko ku madosiye abisabwe n'abayobozi b'Intara. Kwakira no guperereza ku bibazo by'abaturage | Ushinzwe gukemura Impaka n'Ibyerekeye Amategeko | Impamyabumenyi ya A ₁ mu Mategeko cyangwa Ubutegetsi bw'Igihugu | | | | |
| | Ushinzwe ibibazo | | Ushinzwe ibibazo | Impamyabumenyi ya A ₁ mu Mategeko cyangwa Ubutegetsi bw'Igihugu | | | | |
| | Umugenzi w'Ubutegetsi n'Imari | - Kugenzura imicungire y'imari y'Uture; ; - Kugenzura imikorere mu byerekeye ubuyobozi bw'Uture. | Umugenzi w'Ubutegetsi n'Imari | Impamyabumenyi ya A ₁ mu Bukungu, Icungamutungo, Imari ya Leta, Ubucuruzi cyangwa Ibaruramari | | | | |
| | | | Umugenzi w'Ubutegetsi n'Imari | Impamyabumenyi ya A ₁ mu Bukungu, Icungamutungo, Imari ya Leta, Ubucuruzi cyangwa Ibaruramari | | | | |

¹(A) Imirimo n'Imyanya y' Akazi
²(B) Ubushobozi bw' Akazi (Akazi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ubuyobozi bushinzwe byerekeye Ubukungu n'ibikorwa remezo by'amajyambere | Umuyobozi | - Gutsura Amajyambere mu byerekeye ubukungu bw'Intara; - Gutegura amadosiye y'amasoko ya Leta; Umutungo Kamere, Ubukorikori n'Ubukeranzungendo; - Gushyikirana n'abikorera ku giti cyabo mu rwego rw'ubukungu bakorerera mu Ntara; - Gushyiraho ingamba zo guteza imbere ubucuruzi mu Ntara; - Gukurikiza umurongo wa politiki Igihugu kigenderaho mu byerekeye imitunganyirize y'Umujyi (Urbanisme/City planning); - Kugena imigambi, guhuza no kugenzura ibikorwa biyanye no susana amazu ya Leta ari Ntara; - Guhuza ibikorwa biyanye no gukora igishushanyombonera cyerekana uko ibibanza bikase no kwandika imitungo y'ubutaka ku rwego rw'Intara; - Kugaragaza buri mwaka ibikenewe byihutirwa bya buri muhanda wo ku butaka cyangwa ku mazi w'Intara; - Kugenzura ibikorwa byo kubungabunga no kurengeza ibidukikije. | Umuyobozi ushinzwe Ubukungu n'ibikorwa remezo by'amajyambere. | Impanyabumenyi y'A ₀ mu Bumenyi mu by'Ubukungu, Imirimo y'Ububatsi bw'Imihanda n'Amateme (Génie Civil, Ubuhanga mu Bwubatsi (Architecture) cyangwa indi bihwanye + imyaka 5 y'uburambe mu byerekeye ubukungu cyangwa ibikorwa remezo by'amajyambere. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'inyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamiye ku rwego rw'umurimo | Ibisabwa n'imiterere y'uburya w'akazi | Ukora umurimo cyangwa uri muri uwu mwanza w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanza |
|---|---|--|---|--|---|-----------------------------|-------------|--------------------------|
| Ubuyobozi bushinzwe Ubukungu n'ibikorwa remezo by'Amajyambere (ibikurikira) | Umuyobozi (ibikurikira) | (A) ¹ - Kugenzura ishyirwa mu bikorwa rya politiki y'Igihugu mu byerekeye kubona no gucunga amazi n'amashyamba; - Gukorana n'ibigo bigira uruhare mu gutanga amazi n'amashyamba; - Guteza imbere inganda, ubukorikori n'imitanire myiza mu kazi hagati y'abakoresha n'abakozi; | (A) | (A) | (B) ² | (B) | A ↔ B | |
| | Umunyamabanga | - Kwakira no kuyobora abashyitsi; Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyiye, inyandiko n'izindi mpapuro z'akazi; - Kwakira telefoni; - Kohereza amabarurwa abo agewe. | Umunyamabanga mu Buyobozi bushinzwe Ubukungu n'ibikorwa remezo by'Amajyambere | Impamyabumenyi ya A ₂ mu Bunyamabanga + imyaka 2 y'uburambe ku kazi mu Butegesi bwa Leta cyangwa Abikorera ku giti cyabo, kuba azi gukoresha orudinatari akanayikoresha mu mirimo myinshi yo mu biro. | | | | |
| | | Kwandika kuri orudinatari inyandiko z'Ubuyobozi. | Umunyamabanga wandika kuri orudinatari | Impamyabumenyi ya A ₂ kuba azi gukoresha orudinatari | | | | |

¹ (A) Inyamba n'inyanya y'akazi
² (B) Ubuyobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umuri mo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umuri mo | Ibisabwa n'imitere y'ihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
|---|--|---|--|---|---|-----------------------------|-------------|--------------------------|
| Ishami rishinzwe ibikorwa remezo by'Amajya-nibere | Umukuru w'Ishami (A) ¹ | (A) - Gukurikirana ibikorwa bifitanye isano n'imbanda n'amateme; - Gukurikirana ibikorwa by'Isuku no gusukura ibidukikije n'ibikorwa by'amazi; - Gukurikirana iyubahirizwa ry'umurongo wa politiki Igihugu kigenderaho mu byerekeye imitunganyirize y'umujyi; - Gutunganya imiyi n'ibyaro; - Gukurikirana ibikorwa biyanye no kubaka no gusana amazu ya Leta mu Ntara. | (A) Umukuru w'Ishami rishinzwe ibikorwa remezo by'Amajya-nibere | (A) Impamyabumenyi ya A ₀ : Ubwubatsi bw'Amateme n'Imihanda, Ubuhanga mu Bwubatsi cyangwa indi bihwanze + imyaka 3 mu byerekeye ibikorwa remezo by'Amajyambere. | (B) ² | (B) | A ↔ B | |
| | Ushinzwe Amazi | - Gukurikirana ibikorwa biyanye n'Isuku no gusukura amazi. | Ushinzwe Amazi | Impamyabumenyi ya A ₁ : mu Gutunganya Umujyi n'ibyaro cyangwa Ubwubatsi | | | | |
| | Ushinzwe Imihanda | - Gukurikirana ibikorwa by'imirimo ya Leta (Imihanda n'Amateme). | Ushinzwe Imihanda | Impamyabumenyi ya A ₁ : mu Bwubatsi bw'Imihanda n'Amateme, Imirimo ya Leta cyangwa Ubwubatsi | | | | |
| | Ushinzwe Imitunganyirize y'Umujyi | - Gukurikirana ishyamba mu bikorwa n'Uture ry'umurongo wa politiki y'Igihugu mu byerekeye imitunganyirize y'umujyi; - Kugenzura ko imyubakire yo mu Ntara ihuje n'amategekoko; - Gusuzuma amadosiye y'abasaba impushya zo kubaka no gutegura raporo y'ibyakenerwa mu gutunganya ahantu kugira ngo hatangwe impushya zo gukoresha umutungo w'ubutaka. | Ushinzwe Imitunganyirize y'Umujyi. | Impamyabumenyi ya A ₁ : mu Bwubatsi bw'Imihanda n'Amateme, Imirimo ya Leta cyangwa Ubwubatsi | | | | |

(A) Imirimo n'Imyanya y'Akazi
(B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburamba ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|---|--|--|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe ibidukikije n'Umutungo Kamere | Umukuru w'Ishami | <ul style="list-style-type: none"> -Gukurikirana iyubahirizwa ry'amategeko y'Igihugu agenga imikoroshereze y'ubutaka mu Ntara; -Gukurikirana ishyirwa mu bikorwa rya politiki y'Igihugu mu byerekeye imikoroshereze y'ubutaka no kunoza imicungire y'umutungo w'ubutaka ku rwego rw'Intara; -Gukurikirana ishyirwa mu bikorwa imbonerahanwe n'igishushanyo mbonera by'imitunganyirize y'ubutaka hakurikijwe imikoroshereze yabwo (ubuhinzi, ubworozi, imiturire, umutungo kamere, ...); -Gukurikirana ishyirwa mu bikorwa rya politiki y'Igihugu ku byerekeye kurengera ibidukikije no kubungabunga umutungo kamere; -Gukangurira abaturage kurengera ibidukikije; -Gukangurira abikorera ku giti cyabo gushora imari mu bikorwa byo kurengera ibidukikije; -Gukurikirana ibikorwa byo gutuza no gusubiza abantu mu byabo; -Gushyira mu gitabo inyandiko z'ubutaka; -Gukurikirana no gusesengura amadosiye y'iyimurwa (kubera ibikorwa bifitiye Igihugu y'iyimurwa (kubera imirimo ifitiye Igihugu akanarwo). | Umukuru w'Ishami rishinzwe ibidukikije n'Umutungo Kamere | Impanyabumenyi ya A0: Ibidukikije, Ubumenyi bw'Isi (Géographie) Ubwubatsi bw'Amateme n'Imihanda cyangwa indi bihwanye + imyaka 3 y'uburamba mu kazi mu byerekeye ibidukikije cyangwa gucunga ubutaka. | | | | |
| | Ushinzwe imiturire, Umutungo wa Leta, n'Inyandiko zigaragaza imiterere y'ibibanza na ba nyirabyo (Habitat, Domaine et Cadastre) | <ul style="list-style-type: none"> -Gukurikirana ibikorwa byo gutuza abantu; -Gushyira mu gitabo inyandiko z'ubutaka; -Gukurikirana no gusesengura amadosiye y'iyimurwa (kubera ibikorwa bifitiye Igihugu akanarwo). | Ushinzwe imiturire, umutungo wa Leta n'inyandiko zigaragaza imiterere y'ibibanza na ba nyirabyo (Habitat et Domaine etcadastre). | Impanyabumenyi ya A1: Imitunganyirize y'Umujyi, Ubwubatsi bw'Imihanda n'Amateme, Imirimo ya Leta cyangwa ubwubatsi. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|--|---|---|---|--|---|-----------------------------|-------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'imwanya w'akazi | Ukora umurimo cyangwa uri muri uwu mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe ibidukikije n'Umutungo Kamere (ibikurikira) | Ushinzwe ibidukikije (A) ¹ | (A) -Kurwanya ibihumanya ibidukikije (kugenzura inganda, amagera n'ahandi haboneka ibihumanya ibidukikije); -Gukangurira abatwaga ibikorwa byo kurengera ibidukikije. | Ushinzwe ibidukikije. (A) | (A) Impanyabumenyi ya A ₁ mu bumenyi mu byerekeye Ubuhinzi-Bworozi (Agronomie) ibidukikije cyangwa Ubumenyi bw'Isi (Géographie) | (B) ² | (B) | A ↔ B | |
| Ishami rishinzwe Ubucuruzi, Inganda n'Ubukerarugendo | Umukuru w'Ishami | - Ushinzwe ibidukikije; - Gutsura amajyambere y'ubucuruzi; - Gukurikirana iyubahirizwa ry'amabwiriza n'amategeko aenga ubucuruzi; - Guteza imbere inganda n'iziciritse; - Guteza imbere ubukorikori, ikoranabuhanga n'ubukerarugendo; - Guteza imbere amashyirahamwe y'ubucuruzi n'ay'amakoperative; - Guteza amamurikagurisha ku rwego rw'Intara; - Kubarura abacuruzi banditse mu gitabo cy'ubucuruzi; - Guhana no kwishyura ihazabu yunvikanyweho - Gushyiraho uburyo bwo kurwanya uburiganya mu bucuruzi; - Gukoresha amahugurwa y'abagize amakoperative. | Umukuru w'Ishami rishinzwe Ubucuruzi, Inganda n'Ubukerarugendo. | Impanyabumenyi ya A ₀ mu Bukungu, Icungamutungo, Imari Ubukerarugendo, n'Ubucukuzi bw'Amabuye y'Agaciro (Mines) cyangwa indi biwanye + imyaka 3 y'uburambe ku kazi mu byerekeye Ubukerarugendo, Inganda n'Ubucuruzi. | | | | |

¹(A) Imirimo n'imyanya y'akazi

²(B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo | Ibisabwa n'imiterere y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi? | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
|--|---|--|--|--|--|-----------------------------|-------------|--------------------------|
| Ishami rishinzwe Ubucuruzi, Inganda n'Ubukerarugendo (ibikurikira) | Umukuru w'Ishami (ibikurikira) | (A) ¹ - Guhuza n'ibihwe amategeko agenga amakoperative; - Kugenzura ibiciro ku masoko; - Guhesha agaciro umutungo kamere; - Gutunganya no kumenyekanisha ahantu nyaburanga; - Gushyiraho uburyo bushobora koroshya ishyirwaho no guteza imbere inganda nto n'iziciriritse (PME); - Kurengera umutungo nyaburanga. | (A) | (A) | (B) ² | (B) | A ↔ B | |
| | Ushinzwe guteza imbere Ubucuruzi | - Guteza imbere amashyirahamwe y'amakoperative; - Kubarura abacuruzi banditse mu gitabo cy'ubucuruzi; - Guhana no kwishyura itazabu yumvikanyweho; - Gutsura amajambere y'ubucuruzi; - Gukurikirana iyubahirizwa ry'amabwiriza n'amategeko agenga ubucuruzi; | Ushinzwe guteza imbere Ubucuruzi. | Impamyabumenyi ya A ₁ mu Bukungu, Ubucuruzi, leunganutungo cyangwa indi bihwanye. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo | Ibisabwa n'imierere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
|--|---|--|---|--|---|-----------------------------|-------------|--------------------------|
| Ishami rishinzwe Ubucuruzi, Inganda n'Ubukerarugendo (ibikurikira) | Ushinzwe guteza imbere Amakoperative | (A) - Guteza imbere amashyirahamwe y'amakoperative; - Guteza imbere amashyirahamwe amakoperative; - Guteza imbere amashyirahamwe amakoperative; - Guteza imbere amashyirahamwe amakoperative; - Guteza imbere amashyirahamwe amakoperative; - Guteza imbere amashyirahamwe amakoperative; - Guteza imbere amashyirahamwe amakoperative; | (A) Ushinzwe guteza imbere amakoperative | (A) Impamyabumenyi ya A ₁ mu Bukungu, Ubucuruzi, Iungamutungo cyangwa indi bihwanye. | (B) ² | (B) | A ↔ B | |
| | | | | | | | | |
| | Ushinzwe Inganda n'Ubucukuzi bw'Amabuye y'Agaciro | - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; - Guteza imbere inganda nto n'iziciriritswe; | Ushinzwe Inganda n'Ubucuruzi bw'Amabuye y'Agaciro | Impamyabumenyi ya A ₁ : Ubucuruzi, Ubukungu, Iungamutungo, Ubumenyi bw'Imierere y'Ubutaka (Géologie) Ubumenyi bw'Isi (Géographie) cyangwa Ubucukuzi bw'Amabuye y'Agaciro. | | | | |
| | Ushinzwe Ubukorikori n'Ubukerarugendo | - Guteza imbere ubukorikori; - Gutunganya no kumenyekanisha ahantu nyaburanga; - Kurengera umutungo nyaburanga; | Ushinzwe Ubukorikori n'Ubukerarugendo | Impamyabumenyi ya A ₁ : Ubucuruzi, Iungamutungo, Ubumenyi bw'Isi cyangwa Ubukerarugendo. | | | | |
| | Umugenzuzi w'Umurimo | - Guteza imbere y'igeranya y'umurimo; - Kugira uruhare mu guteza politiki n'imitunganyirize y'ibijyanye n'umurimo; - Gutsura imbanire myiza hagati y'abakoresha n'abakozi; | Umugenzuzi w'Umurimo. | Impamyabumenyi ya A ₁ : Ubutegesi bwa Leti, Ubumenyi mu Mibanire y'Abantu mu Miryango (Sociologie) Ubumenyi mu Myitwarire mu kazi (Psychologie du Travail) cyangwa indi bihwanye. | | | | |

¹ (A) Imurimo n'imyanya y'akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ibisabwa ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|--|---|---------------------------------|--------------------|--------------------------|
| Ubuyobozi bushinzwe Ubuhinzi, Ubworozi n'Amashyamba | Umuyobozi | <ul style="list-style-type: none"> - Kugenzura ishyamba mu bikorwa ry'ubuhinzi, ubworozi n'Amashyamba; - Gahuza no kunonosora itegurwa ry'ubuhinzi, ubworozi n'Amashyamba by'ubuhinzi bworozi ku rwego rw'Intara n'Uturere; - Gusesengura uko ibintu bigenda bihinduka mu rwego rw'ubuhinzi n'ubworozi mu Ntara; - Gutegura igurishwa ry'umusaruro ukomoka ku buhinzi, ubworozi no ku mashyamba; - Kwiga uburyo umusaruro ukomoka ku buhinzi, ubworozi n'Amashyamba watunganywa ukabyazwa umusaruro wabikwa igihe kirekire; - Guteza imbere umusaruro w'ibihingwa ngenabukungu; - Kwiga uburyo bwo gukoresha ikoranabuhanga ribonye mu kugera ku musaruro; - Gutegura gahunda zo gutunganya ibishanga no kubungabunga ubutaka. | Umuyobozi w'Ubuhinzi, Ubworozi n'Amashyamba. | Impamya bumenyi ya A0 mu byerekeye Ubuhinzi-bworozi (Agronomie) Ubuvuzi bw'Amatungo cyangwa ibindi bijyana nabyo + imyaka 5 y'uburambe ku kazi mu byerekeye ubuhinzi cyangwa ubworozi. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|---|--|--|--|--|--|--|---------------------------|--------------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Ishingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamirye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere y'uburamba w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanza w'akazi y'umwanya w'akazi (B) ² | Amashuri y'uburamba ku kazi (B) | Ibisoba- nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Ubuhinzi: Ubworozi n'Amashyamba (ibikurikira) | Umunyamabanga | -Kwakira no kuyobora abashyitsi; -Gucunga igiabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyi, inyandiko n'impapuro z'akazi; - Kwakira telefoni; - Kohereza amabaruwa abo agenewe. | Umunyamabanga w'Umuyobozi ushinzwe Ubuhinzi, Ubworozi n'Amashyamba. | Impamyabumenyi ya A ₂ Umunyamabanga + imyaka 2 mu Butegetsi bwa Leta cyangwa abikorera ku giti cyabo, kuba azi gukoresha neza orudineri. | | | | |
| | | -Kwandika kuri orudineri inyandiko z'Ubuyobozi | Umunyamabanga wandika kuri orudineri. | Impamyabumenyi ya A ₂ mu Bunyamabanga, kuba azi gukoresha neza orudineri. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'inyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Unusaruro ukomoka ku Buhinzi n'Uworozi | Umukuru w'Ishami (A) ¹ | <ul style="list-style-type: none"> - Kugena intego y'amamaza buhinzi yashingiraho; - Gukoresha nana zo gukandurira abahinzi n'aborozi umurimo; - Kugenzura ibikorwa byo gukoresha inyongeramusaruro ku rwego rw'Intara; - Kugira uruhare mu gusesengura imbogamizi z'ubuhinzi n'uworozi ku rwego rw'Intara; - Guhugura mu bya tekinkiki abagaronome n'abavuzi b'amahungu no kwitabira amahugurwa; - Gukurikirana no kurinda ibihingwa indwara n'ibyonyi; - Gukusanya inyandiko n'ibindi bikenerwa kumenywa mu buhinzi bworozi (données agricoles/agricultural data); - Guteganya unusaruro no gusuzuma uko ikibazo cy'ibiribwa giteye mu Ntara; - Kwerukana uburyo bwakoresheya mu guhinga bikageragerewe mu mirima y'abahinzi; - Gutegura gahunda zo kubona imbuta z'indobanure; - Gukusanya inyandiko n'ibindi bikenerwa kumenywa mu buhinzi kugira ngo hategurwe unusaruro, no gusesengura uko ikibazo cy'ibiribwa giteye; - Gukusanya inyandiko n'ibindi bipimo by'amazi; - Guhuza no gukurikirana imirimo yo gukamura ibishanga no kuhira ubutaka bwo ku misozi; - Gukorana n'ibigo by'ubushakashatsi mu by'ubuhinzi no kubimenyekanisha mu baturage; - Gushesha agaciro unusaruro ukomoka ku buhinzi-bworozi. | Umukuru w'Ishami rishinzwe Unusaruro ukomoka ku Buhinzi n'Uworozi | Imyanyabumunsi ya A ₀ mu byerekeye Ubuhinzi (Agronomie) + imyaka 3 ku kazi mu byerekeye ubuhinzi-bworozi | | | | |

¹ (A) Imirimo n'inyanya y'akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|--|--|---|--|--|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere y'ibikorwa by'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Umusaruro ukomoka ku Bahinzi n'Ubworozi | Umukuru w'Ishami (ibikorwa) | - Guteza imbere amashyirahamwe y'abahinzi-borozi; - Gusuzuma uko ikibazo cy'ibibwira giteye; - Kwita ku barobyi, ubworozi bw'amafi n'ubw'inzuzi no guteza imbere ubworozi bw'amatungo magufi n'amaremare; - Kugira uruhare mu gukora imbonerahamwe y'indwara n'ibizitera; - Kugira uruhare mu gutegura no gukurikirana ibikorwa byo kurwanya indwara z'amatungo; - Kugira uruhare mu gutegana ibikenerwa mu nyongeramusaruro mu byerekeye ubuvuzi bw'amatungo; - Kugira uruhare mu korora amatungo ya kijyambere; - Kugaburira amatungo ibiryo bya kijyambere; - Gukurikirana iyubahirizwa ry'amategekoko mu byerekeye kurengera ubutaka. | | | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishankiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|---|--|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe umusaruro ukomoka ku Bahinzi n'Uworozi (ibukurikira) | Ushinzwe Iyamamazabuhinzi, Ubushakashatsi n'Amajyambere | - Kugena intego zashingirwaho mu iyamamazabuhinzi no gukangurira abahinzi umurimo; - Kugira uruhare mu bushakashatsi mu byerekeye ubuhinzi; - Gutegura gahunda zo guteza imbere ubuhinzi. | Ushinzwe Iyamamaza-buhinzi, Ubushakashatsi n'Amajyambere | Impamyabumenyi A ₁ , Ubumenyi mu byerekeye Ubuhinzi (Agronomie). | | | | |
| | Ushinzwe Gutunganya no Kubungabunga Ubutaka | - Gukurikirana ibikorwa byo kurwanya isuri; - Gushyigikira ibikorwa byo gukangurira abatwenge uburyo bwo kurengeza ubutaka; | Ushinzwe gutunganya no kubungabunga ubutaka | Impamyabumenyi A ₁ , Ubumenyi mu byerekeye Ubuhinzi cyangwa Ubumenyi bw'icyaro. | | | | |
| | Ushinzwe Kwamamaza Ubuvuzi bw'Amatungo | - Kugena intego zashingirwaho mu bikorwa byo kwamamaza ubuvuzi bw'amatungo no gukangurira aborozi akamara ko korora; - Kugira uruhare mu bushakashatsi ku byerekeye uworozi; - Gutegura gahunda zo guteza imbere uworozi; - Kugira uruhare mu bikorwa byo kurwanya indwara z'amatungo. | Ushinzwe kwamamaza Ubuvuzi bw'Amatungo. | Impamyabumenyi A ₁ , Ubumenyi mu buryo bwo korora n'inyorokere y'amatungo (Zootechnie) cyangwa Muganga w'Amatungo. | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| | | | | | | | | |
|--|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere y'ubwanga bw'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanza w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishantirishinzwe umusaruro ukomoka ku Buhinzi n'Ubworozi (ibikurikira) | Ushinzwe Uburobyi | - Kugenzura no guteza imbere ibikorwa by'uburobyi; - Guteza imbere amashyirahamwe y'abarobyi; - Kuremesha amasoko yo kugurishirizamo umusaruro w'uburobyi no guteza imbere uburyo bwo kubika umusaruro igihe kirekire; - Kumenyesha amategekako yerekeye uburobyi ku baturage no gukurikirana iyubahirizwa ryayo; - Gucunga igitabo cyandikwamo amashyirahamwe, amashyirahamwe, amashyirahamwe n'abantu biyandikishije mu Ntara ko bakora ibikorwa by'uburobyi; - Gukora raporo z'igihembwe n'iz'umwaka z'ibyakoze. | Ushinzwe Uburobyi | Impanyabumenyi ya A, Ubumenyi mu buryo bwo korora n'imyoro kere y'Amatungo (Zootechnie) + Ubumenyi buhanitse mu bworozi bw'amafyo mu ngo. | | | | |

¹ (A) Imirimo n'imyanya y'akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|-----------------------------|--|--|--|--|--|---------------------------------|--------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'Imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi? | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Amashyamba | Umukuru w'Ishami | (A) ¹ | (A) | (A) | (B) ² | | A ↔ B | |
| | Ushinzwe kurengera Amashyamba n'Umusaruro Uyakomokaho. | <ul style="list-style-type: none"> -Guhuzza ibikorwa byerekeye amashyamba mu Ntara; -Gukurikirana ibikorwa by'imishinga yita ku mashyamba; - Gutanga umusanzu mu gukurikirana imisoro yakwa igenewe ikigeza cy'Igihugu cyo guteza imbere amashyamba no kugenzura aho ibyo bikorwa by'imari by'icyo kigeza bikorerwa. - Gukurikirana imirimo yo gukoreza amashyamba; -Gukurikirana ikorwa ry'ibishushanyo mbonera by'ahatuburirwa imbuto z'ibiti (pépinière); -Kugira uruhare mu gutegura ibishushanyo mbonera by'imitunganyirize n'imicungire y'amashyamba ari mu mbuga za Leta (forêts domaniales); - Gushyirira mu bikorwa ingamba zatuma urwego rw'amashyamba rugira uruhare rwarwo mu bukungu bw'Intara; - Gukurikirana ishyirwa mu bikorwa ry'amategeko n'amabwiriza ya tekiniiki ajyana no gusuzuma uko imikoroshereze y'ibiti no gusuzuma uko yubahirizwa; - Kwamamaza ikoranabuhanga ryakoresheya mu kubanza ibiti umusaruro w'ubundi bwoko; - Gutanga umusanzu mu gukurikirana imisoro yakwa igenewe ikigeza cy'Igihugu cyo guteza imbere amashyamba. | Umukuru w'Ishami rishinzwe Amashyamba | Impamya bumenyi ya A ₀ . Amashyamba, Ubumenyi mu byerekeye ubuhinzi + imyaka 3 y'uburambe mu byerekeye amashyamba | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| | | | | | | | | |
|---|--|---|--|--|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imitere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ubuyobozi bushinzwe ubuzima, uburinganire hagati y'Umugabo n'Umugore n'Imbereho Myiza y'Abaturage | Umuyobozi | - Gutegura, gahunda no kugenzura ibikorwa by'ubuzima n'iby'ibigo nderabuzima; - Gukusanya, gusesengura no gutanga amakuru yerekeye ubuzima; - Kugenzura imicungire ya buri muni y'ububiko bw'ibikorwa; - Kwita ku mibereho myiza y'abaturage, cyane cyane abatishoboye; - Kongera umurava mu guhugura abakuru; - Gukangurira abaturage ibyerekeye uburinganire hagati y'umugabo n'umugore no guteza imbere abari n'abategatuguri | Umuyobozi ushinze Ubuzima, Uburinganire hagati y'umugabo n'umugore, n'Imbereho Myiza y'Abaturage | Impamyabumenyi ya A ₀ Ubuzima, Imbereho Myiza y'Abaturage n'Ubumenyi Ngenakamere (Psychologie) + inyaka 5 y'uburambe mu Buwuzi cyangwa Imbereho myiza y'Abaturage. | | | | |
| | Umunyamabanga | . Kwakira no kuvobora abashyitsi; - Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyere, inyandiko, n'impapuro z'akazi; - Kohereza ubutumwa abo bugenewe. | Umunyamabanga w'Ubuyobozi bushinzwe Ubuzima, Uburinganire n'Imbereho Myiza y'Abaturage | Impamyabumenyi ya A ₂ Ubunyamabanga + inyaka 2 y'uburambe mu Butegetsi bw' leta cyangwa Abikorera ku giti cyabo, kuba azi neza gukoresha orudinatori akanayikoresha mu mirimo myinshi yo mu biro. | | | | |
| | | Kwandika kuri orudinatori inyandiko z'Ubuyobozi | Umunyamabanga wandika kuri orudinatori. | Impamyabumenyi ya A ₂ : Ubunyamabanga, kuba azi gukoresha neza orudinatori. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|---|---|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe guhuza ibikorwa by'Utugari tw'Ubuzima | Umukuru w'Ishami (A) ¹ | (A) - Kwerakana imibare y'ikigereranyo yerekeye ubuzima mu Ntara; - Guteza imbere ubwisungane mu kwivuzura no kugenzura ibikorwa by'ubwisungane; - Gutegura guhuza no kugenzura ibikorwa by'ubuzima; - Kongerera abaturage ubushobozi bwo kwivuzura; - Gutegura ibikorwa byo kwirinda no kwishingira kuvura indwara z'ibyorezo, VIH/SIDA na Malaria; - Guha abahugura mu byerekeye ubuzima ibikoroshya n'ibindi bya ngombwa; - Gukurikirana ibikorwa by'abacuruzi imiti, abafite amavuriro yigenga n'iby'ubuvuzi bwa gakondo; - Gutegura no gukoresha amahugurwa y'abaganga n'ay'abaturage; - Gukusanya amataporo y'utugari tw'ubuzima | Umukuru w'Ishami rishinzwe Guhuza ibikorwa by'Utugari tw'Ubuzima. | Impamya bumenyi ya A ₀ mu Buvuzi + imyaka itatu y'uburambe mu byerekeye Ubuvuzi. | | | | |
| | Ushinzwe Ubuzima n'Isuku muri Rusange | - Gutegura ibikorwa byo kwirinda no kwishingira kuvura indwara z'ibyorezo; - Gutegura no gukoresha amahugurwa y'abaganga n'ay'ababwizi; - Guteza imbere no kugenzura isuku muri rusange. | Ushinzwe Ubuzima n'Isuku muri Rusange. | Impamya bumenyi ya A ₁ mu Buzima bw'Abaturage cyangwa Ubufomo. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|---|--|---|---|---|--|---------------------------------|--------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'imyanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishinzwe Imbereho Myiza y'Abaturage no guteza imbere Umutegarugori. | Umukuru w'Ishami | <ul style="list-style-type: none"> - Gushyigikira inzego z'abari n'abategarugori; - Gutuza ibikorwa byose byerekeye umuryango; - Kongerera abari n'abategarugori ubushobozi mu byerekeye ubukungu; - Gutangurira abaturage ibyerekeye uburinganire hagati y'umugabo n'umugore; - Guteza imbere umuryango ukaba nk'intango y'amaajyambere; - Kuzamura uruhare rw'umugore afitse mu muryango; - Gutakaza umurego mu kurwanya ibohotera ryibasira abari n'abategarugori; - Gutugurira abaturage ku mategekako agenga umuryango; - Guteza imbere imbereho myiza y'abaturage; - Kwita ku batishoboye; - Kongerera ingufu amahugurwa y'abantu bakuru; - Kwita ku guhugurira abaturage no kubigisha gusoma, kubara no kwandika; - Gutangurira abaturage gutashya abatishoboye; - Gutugurira abaturage ku byerekeye isuku y'ibanze n'isuku y'ibitwira; - Kubarurira abatishoboye no kubashyigikira kugira ngo bave mu bibazo bafite. | Umukuru w'Ishami rishinzwe Imbereho myiza y'Abaturage no Guteza imbere Abari n'Abategarugori. | Impanyaubumenyi ya A ₀ mu Bumenyi mu byerekeye Uburezi, Ubumenyi Ngangakamere (Psychologie), Ubumenyi mu Mibereho Myiza y'Abaturage cyangwa indi bihwanaye + imyaka 3 mu byerekeye Imbereho myiza y'Abaturage. | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'imyanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|---|---|--|--|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Imibereho Myiza y'Abaturage no guteza imbere Umutegarurori (ibikurikira) | Ushinzwe Uburinganire hagati y'umugabo n'umugore no guteza imbere Abari n'Abategarurori (ibikurikira) | - Gushyigikira inzego z'abari n'abategarurori; - Guhuza ibikora byose byerekeye guteza imbere umuryango; - Kongera abari n'abategarurori ubushobozi mu byerekeye ubukungu; - Gukangurira abatwaga ibyerekeye uburinganire hagati y'umugabo n'umugore; - Guteza imbere umuryango ukaba nk'intango y'amajyambere; - Kuzamura uruhare umugore afite mu muryango; - Gukaza umurego mu kurwanya ibohotera ry'ibasira abari n'abategarurori; - Guhugura abatwaga ku mategeko akenyewe umuryango. | Ushinzwe Uburinganire hagati y'Umugabo n'Umugore (Gender/Genre) no guteza imbere Abari n'Abategarurori | Impanyabumenyi ya A ₁ mu Bumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie), Ubumenyi mu Mibereho Myiza y'Abaturage cyangwa indi biwanye. | | | | |
| | Ushinzwe Imibereho Myiza y'Abaturage. | - Guteza imbere imibereho myiza y'abatwaga; - Kwita ku batishoboye; - Kongera ingufu amahugurwa y'abantu bakuru; - Kwita ku guhugura abatwaga no kubigisha gusoma, kubara no kwandika; - Gukangurira abatwaga gufasha abashoboye; - Guhugura abatwaga ku byerekeye isuku y'ibanze n'isuku y'ibitwaga; - Kubarura abashoboye no kubashyigikira kugira ngo bawe mu bibazo bafite | Ushinzwe Imibereho Myiza y'Abaturage | Impanyabumenyi ya A ₁ mu Bumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie) cyangwa Ubumenyi mu Mibereho Myiza y'Abaturage. | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| | | | | | | | | |
|---|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'ubutegetsi | Urwego rw'umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ubuyobozi bushinzwe Uburezi, Urubyiruko n'Umuco | Umuyobozi | - Guhuza ibikorwa by'uburezi mu Ntara; - Gutakora gahunda y'ibikorwa by'ubutegetsi mu byerekeye uburezi; - Kwita ku rubyiruko rwataye amashuri n'urubyiruko rutize; - Guteza imbere ibikorwa by'imikino n'Umuco; - Kongera ubushobozi inzego z'urubyiruko; - Guhuza ibikorwa by'urubyiruko; - Guteza imbere no guhuza ibikorwa byerekeye umuco mu Ntara. | Umuyobozi ushinze Uburezi, Urubyiruko n'Umuco | Impamyabumenyi ya A ₀ : Ubumenyi mu by'Uburezi, Ubumenyi Ngenakamere (Psychologie), Ubumenyi bw'imibereho Myiza y'Abaturage/Sciences Sociales), cyangwa indi bihanye + imyaka 5 y'uburambe mu byerekeye Uburezi, Urubyiruko n'Umuco. | | | | |
| | Umunyamabanga | - Kwakira no kuvobora abashyitsi; - Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyi, inyandiko n'impapuro z'akazi; - Kwakira telefoni; - Kohereza amabarurwa abo akenewe. | Umunyamabanga w'Ubuyobozi bushinzwe Uburezi, Urubyiruko n'Umuco | Impamyabumenyi ya A ₂ : Ubunyamabanga + imyaka 2 y'uburambe mu Butegetsi bwa Leta cyangwa Abikorera ku giti cyabo, kuba azi gukoresha neza orudinari. | | | | |

¹ (A) Imurimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|--|--|--|---------------------------------|-------------------|--------------------------|
| Ubuyobozi bushinzwe Uburezi. Urubyiruko n'Umuce (ibikurikira) | Umunyamabanga Ushinzwe Igishushanyo mbonera cy'amashuri (Carte Scolaire) | - Kwandika kuri orudinatori inyandiko z'Ubuyobozi; - Gucunga imibare y'ikigeranyo y'amashuri; - Gutanga imibare yerekeye igishushanyo mbonera cy'amashuri; - Gushyira ahagaragara imibare n'izindi nyandiko zerekanyeye n'igenamigambi ry'amashuri; | Umunyamabanga wandika kuri orudinatori Ushinzwe Igishushanyo mbonera cy'amashuri | Impamyabumenyi ya A ₂ : Ubunyamabanga, kuba azi gukoresha neza orudinatori. Impamyabumenyi ya A ₀ mu Bumenyi bw'Uburezi | | | | |
| | Ushinzwe Ibyerekeye Inyandiko | - Gucunga inyandiko z'Ubuyobozi; - Gushyira ahagaragara inyandiko ku bazikorasha; - Kumenya ibikenewe mu byerekeye inyandiko. | Ushinzwe Ibyerekeye Inyandiko | Impamyabumenyi ya A ₂ : Ubunyamabanga cyangwa Amategeko n'Ubutegetsi | | | | |
| | Ushinzwe Amangazini y'ibikoresho by'amashuri | - Gucunga amangazini y'ibikoresho by'amashuri; - Kugenzura ibikoresho byinjira n'ibisohoka. | Ushinzwe amangazini n'ibikoresho by'amashuri | Impamyabumenyi ya A ₂ : Ubunyamabanga cyangwa Amategeko n'Ubutegetsi. | | | | |

¹ (A) Imurimo n'imyanya y'akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikaye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--------------------------|--|---|---|--|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Uburezi | Umukuru w'Ishami | <ul style="list-style-type: none"> -Kugenzura ishyingirwa mu bikorwa ry'Integanyanyigisho z'amashuri y'incuke, abanza, ayisumbuye n'amakuru; -Guhuza n'ibihwe igishushanyo-mbonera cy'amashuri; -Kugenzura isuzumwa ry'imyigishirize y'abarimu n'imyigire y'abanyeshuri; -Gukurikirana imicungire y'ibikoreho by'amashuri; -Gukurikirana uko amashuri yifashe no gusaba ko ayanagiritse yasanwa; -Gutegura no gukurikirana uburyo bwo kwakira amafaranga y'ishuri; -Kugenzura imyigishirize y'ibigo by'amashuri yigenga; -Kugenzura abagenzuzi b'uturere tw'amashuri; -Guteza imbere uburezi; -Gukora urutonde rw'ibikenewe mu guhugura abarimu; -Gushyiraho gahunda zo kongerera ubumenyi abarimu n'abakozi bo mu buyobozi. | Umukuru w'Ishami rishinzwe Uburezi | <p>Impamyabumenyi ya A₀: Ubumenyi mu byerekeye Uburezi, Ubumenyi Nengakamere, Ubumenyi bw'Imibanire y'abantu mu Muryangoro + imyaka 3 mu byerekeye Uburezi.</p> | | | | |

¹ (A) Imirimo n'imyanya y'akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Uburezi (ibikurikira) | Ushinzwe amashuri y'Incuke n'Abanza | - Kugenzura ishyirwa mu bikorwa ry'integanyigisho z'amashuri y'incuke n'abanza, + ibikoroshya mfashanyigisho + gusuzuma integanyanyigisho - Gusuzuma imyigishirize y'amashuri yigenga; - Kugenzura abagenzuzi b'uturere rw'amashuri; | Ushinzwe Amashuri y'Incuke n'Abanza | Impanyabumenyi ya A ₁ : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie) n'Ubumenyi bw'Imibanire y'abantu mu Murungo. | | | | |
| | Ushinzwe Amashuri y'isumbuye n'Amakuru. | - Kugenzura ishyirwa mu bikorwa ry'integanyanyigisho z'amashuri yisumbuye n'amakuru; - Guhuza n'ibihwe igishushanyo mbonera cy'amashuri; - Gukurikirana iyinjizwa mu kazi ry'abarimu; - Kugenzura isuzuma ry'imyigishirize y'abarimu n'imyigire y'abanyeshuri; - Gukurikirana imicungire y'ibikoroshya by'amashuri; - Gukurikirana uko amashuri yifashe no gusaba ko ayangiritse yasanwa; - Gutegura no gukurikirana uburyo bwo kwakira amafaranga y'ishuri; - Ukora urutonde rw'ibikenewe mu guhugura abarimu; - Gushyiraho gahunda zo kongerera ubumenyi abarimu n'abakozi bo mu buyobozi. | Ushinzwe Amashuri y'isumbuye n'Amakuru | Impanyabumenyi ya A ₀ : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie), Ubumenyi bw'Imibanire y'abantu mu Murungo. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Inyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya | | | |
|--|--|---|---|---|--|--|-------------------|--------------------------|--|--|--|
| Ishami rishinzwe Urubyriruko, Imikino n'Umucyo | Umukuru w'Ishami | <ul style="list-style-type: none"> - Guteza imbere amashuri agira gahunda n'integanyanyigisho byihariye ku rwego rw'Intara; - Gukurikirana no guhuza ibikorwa by'amashuri agira gahunda n'integanyanyigisho byihariye; - Guhuza ingufu z'abatankunga bafasha mu rwego rw'uburezi mu mashuri agira gahunda n'integanyanyigisho byihariye (éducation non formelle) | <ul style="list-style-type: none"> - Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'urubyriruko; - Guteza imbere ishyingiraho ry'ibigo bitungururuko; - Guteza ingando z'urubyriruko; - Guteza imbere itunganywa ry'abantu h'urwibutso (sites mémoires); - Guteza imbere ibikorwa by'imyidagaduro. | <ul style="list-style-type: none"> - Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'urubyriruko; - Guteza ingando z'urubyriruko. | Umukuru w'Ishami rishinzwe Urubyriruko, Imikino n'Umucyo | <ul style="list-style-type: none"> - Impanyabumenyi ya A₀: Ubumenyi mu by'uburezi, Ubumenyi Ngenakamere, Amateka, Ubugororangingo (EPS), Ubumenyi mu Mibanire y'abantu mu murungano + imyaka 3 mu byerekeye Urubyriruko, Imikino n'Umucyo. | | | | | |
| | Ushinzwe Urubyriruko, Imikino n'Umucyo | <ul style="list-style-type: none"> - Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'urubyriruko; - Guteza ingando z'urubyriruko. | <ul style="list-style-type: none"> - Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'urubyriruko; - Guteza ingando z'urubyriruko. | <ul style="list-style-type: none"> - Impanyabumenyi ya A₀: mu Bugororangingo (EPS), Ubumenyi mu by'uburezi, Ubumenyi Ngenakamere, Amateka cyangwa Ubumenyi mu Mibanire y'abantu mu murungano. | | | | | | | |

¹ (A) Inirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| | | | | | | | | |
|--|--|--|--|---|--|---------------------------------|-------------------|--------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ubuyobozi bushinzwe Imari n'Igenamigambi | Umu-yobozi | <ul style="list-style-type: none"> -Kugena imigambi no guhuza ibikorwa by'amajyambere; -Kongerera abakozi ubushobozi no kubateza imbere; -Guhuza ibikorwa by'imibare y'igereranya (statistique) (kuyikusanya no kuyisesengura); -Gutegura no gushyirira mu bikorwa ingenze y'imari; -Gucunga ibigega by'inyandiko n'imibare bikenerwa gukoresha (data banks/banque de données); -Gushaka aho amafaranga yo gukoresha yava; -Guhuza ibikorwa by'abagira uruhare mu byerekeye iterambere; -Guhuza ibikorwa byo kwakira imisoro; -Gukora raporo z'igihembwe n'izi umwaka z'ibikorwa. | Umu-yobozi bushinzwe Imari n'Igenamigambi | Impanyabumenyi ya A ₀ . Ubumenyi mu by'Ubukungu, Igenamigambi, Icunganutungo cyangwa indi bitwanye + imyaka 5 y'uburambe mu byerekeye Igenamigambi cyangwa Ubukungu. | | | | |
| | Umunyamabanga | <ul style="list-style-type: none"> -Kwakira no kuyobora abashyitsi; -Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; -Kubika amadosiye, inyandiko n'impapuro z'akazi; -Kwakira telefoni; -Kohereza amabaruwa abo agenewe. | Umunyamabanga w'Ubuyobozi bushinzwe Imari n'Igenamigambi | Impanyabumenyi ya A ₂ Ubunyamabanga + imyaka 2 y'uburambe mu Butegetsi bwa Leta cyangwa Abikorera ku giti cyabo. kuba azi gukoresha neza orudinatori | | | | |
| | | Kwandikira kuri orudinatori inyandiko z'Ubuyobozi | Umunyamabanga wandikira kuri orudinatori | Impanyabumenyi ya A ₂ Ubunyamabanga, kuba azi gukoresha orudinatori | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imifereze yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|---|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Igenamigambi no Guhugura Abakozi | Umukuru w'Ishami | <ul style="list-style-type: none"> - Kumenya ibikenewe mu guhugura abakozi; - Guteganya amahugurwa y'abakozi no kubongerera ubumenyi mu kazi; - Gukorana n'ibigo bitanga amahugurwa; - Gushaka aho amafaranga yo gukoresha amahugurwa azava; - Gusuzuma gahunda y'amahugurwa n'uko gahunda zo kongerera abakozi ubushobozi zifashe; - Gutegura gahunda z'amahugurwa no gukoresha amahugurwa yo kongera ubumenyi bw'abakozi mu kazi; - Kwitabira gusuzuma imikorere y'abakozi; - Guhuriza hamwe imibare y'igereranya y'inzego z'imurimo z'Intara; - Gutangiza itegurwa rya gahunda z'ibikorwa byo mu Ntara; - Guhuza ibikorwa by'itegurwa rya porogaramu n'imishinga y'amajyambere y'Intara. | Umuku w'Ishami rishinzwe Igenamigambi no Guhugura Abakozi | <p>Impanyabumenyi ya A₀ mu Butegetsi bwa Leta, Ubumenyi mu by'Uburezi, Ubumenyi mu byerekeye Umurimo n'imitunganyirize yawo (Sociologie du travail) n'Ubumenyi bw'Imyitwarire ku Murimo (Psychologie du Travail) Ubumenyi bw'Abantu n'Imyitwarire y'Abantu (Sciences Humaines), cyangwa Ubumenyi mu by'Ubukungu + imyaka 3 y'uburambe mu byerekeye Ubutegetsi bwa Leta</p> | | | | |

¹ (A) Imurimo n'imyanya y'akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|--|--|--|--|--|--|--|---------------------------|--------------------------------|
| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba- nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Ishami rishingwe igenamigambi no Gutugura Abakozi (ibikurikira) | Ushinzwe kumanya ibikenewe no Gusuzuma Imikorere mu Kazi. | - Kumanya ibikenewe mu mahugurwa y'abakozi; - Gutuza ibikorwa no kwibutsa inzego zitan dukanye gukorera igihle amasuzuma y'imikorere y'abakozi ; - Gucunga inbonerahamwe y'inzego z'imurimo y'intara no gutegura, buri gihle bibaye ngombwa, inshingano z'urwego rw'umurimo runaka ; | Ushinzwe kumanya ibikenewe no Gusuzuma Imikorere mu Kazi. | Impamyabumenyi ya A ₀ : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (psychologie), Ubumenyi mu Mibanire y'Abantu mu Murungo (Sociologie) | | | | |
| | Ushinzwe Amahugurwa | - Gutegura imishinga y'amahugurwa y'inbere no hanze y'igihugu; - Kugenzura amahugurwa y'inbere mu Gihugu; - Guteganya amahugurwa akenewe abakozi bo mu Ntara; - Gupereza ku madosiye yo kumanya urwego impamyabumenyi zashyirwamo. | Ushinzwe Amahugurwa | Impamyabumenyi ya A ₀ : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (psychologie), Ubumenyi mu Mibanire y'Abantu mu Murungo. | | | | |

¹ (A) Imurimo n'Imyanya y' Akazi

² (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'inyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange (A) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe igenamigambi no Gutungura Abakozi (ibukurikira) | Ushinzwe Imibare y'Igeranya | -Gushyiraho no gucunga ikiyaga cy'inyandiko n'imibare (data bank/banque de données) byerekana uko abakozi bangana; -Gutegura imibare y'agateganyo n'abakozi bazakenerwa mu nzege z'imurimo yo mu Ntara; -Gushyigikira urwego rw'Ubwanditsi bw'Iranganimere; -Guhuriza hamwe imibare y'igeranya y'abaturage ituruka mu Turere | Ushinzwe Imibare y'Igeranya | Impanyabumenyi ya A ₁ mu Mibare y'Igeranya (Statistiques) | | | | |
| | Ushinzwe Imibare y'Igenamigambi | - Guteganya no kugena umubare w'abakozi, ibikoresho n'anafaranga bizakenerwa n'inzege z'Intara; - Kugira uruhare mu gutegura porogaramu n'imishinga by'amajyambere; - Gutegura gahunda z'ingamba zo kugera ku majyambere; - Gushyigikira igenamigambi ry'uturere (amakomini); - Gukurikira ibikorwa by'abagira uruhare mu iterambere; - Kongera ubushobozi bw'igenamigambi ry'Intara n'Uturere; - Gukurikira ibikorwa bya za CDC (Komite zishinzwe Amajyambere ya Komini) na FDC (Kigege Gitsura Amajyambere). | Ushinzwe Igenamigambi | Impanyabumenyi ya A ₁ mu Igenamigambi cyangwa Iungamutungo | | | | |

¹ (A) Imurimo n'inyanya y'akazi

² (B) Ubushobozi bw'abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A) | Ukora umurimo cyangwa uwo mwanya w'akazi (A) | Ibisabwa n'imiterere y'uburamba w'akazi (B) ² | Amashuri y'uburamba ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe igenamigambi no (Guhugura Abakozi (ibukurikira)) | Ushinzwe Igenamigambi (ibukurikira) | - Gukurikirana ibikorwa byo gushishikariza abaturage ibyerekeye iterambere; - Gukurikirana no gusuzuma gahunda z'ibikorwa by'Intara no kugena ingengo y'imari y'imishinga y'amajyambere. | Umukuru w'Ishami rishinzwe Imari n'ibikoresho. | Impamyabumenyi ya A ₀ : Ubukungu, Icungamutungo cyangwa Ibaruramari + imyaka 3 y'uburamba mu byerekeye Ubukungu. | | | | |
| Ishami rishinzwe Imari n'ibikoresho | Umukuru w'Ishami | - Gucunga imari n'ibikoresho by'Intara; - Gutegura gahunda z'amafaranga azakoreshwa; - Gushyira mu bikorwa itegeko rigenga imari rikurikizwa muri iki gihe; - Kureba ko inzego z'imirimo zikora neza; - Gukurikirana imikoreshereze y'imari; - Guhuriza hamwe (consolidation) ingengo y'imari; - Gushyiraho uburyo bw'imikorere yoroshyya igenzura; - Gucunga amafaranga y'ingoboka (petite caisse/petty cash); - Gucunga umutungo w'Intara; - Gutaha ibikenewe; - Gutegura amadosiyere y'imari ariyanye isano n'amasoko y'Intara. | Umukuru w'Ishami rishinzwe Imari n'ibikoresho. | Impamyabumenyi ya A ₀ : Ubukungu, Icungamutungo cyangwa Ibaruramari + imyaka 3 y'uburamba mu byerekeye Ubukungu. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo | Ukora umurimo cyangwa uwo mwanya w'akazi | Ibisabwa n'interere yihariye y'umwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/Umuntu/Umwanya |
|--|---|--|--|--|--|-----------------------------|-------------|------------------------|
| Ishami rishinzwe Imari n'ibikoreho (ibikurikira) | Umucungamari (A) ¹ | (A) -Kuzaza ibitabo by'ibaruramari; -Kwandika mu gitabo cy'ibaruramari imirimo yose ikozwe; -Kuzaza no kubika inyandiko z'ibaruramari; -Gutegura imibare y'ingengo y'imari y'ogukoresha; -Kwakira imisoro no kuvandika mu gitabo cy'ibaruramari; -Kwishyuraza imyenda. | Umucungamari (A) | Impanyabumenyi ya A ₁ : Ibaruramari, Icungamutungo, Imari cyangwa Ubucuruzi. | (B) ² | (B) | A ↔ B | |
| | Umucungamutungo | -Gukurikirana imkoreshereze y'ingengo y'imari; -Kugura ibikoreho n'ibindi bikenerwa mu kazi; -Gutegura inyandiko zo kugura ibikoreho n'izindi nyandiko zijyana no gucunga umutungo; -Gutegura inyandiko mpeshabwishyu, inyemezabuguzi, n'ibindi. | Umucungamutungo | Impanyabumenyi ya A ₁ : Ibaruramari, Icungamutungo, no kuba afite imyaka 2 y'uburambe mu Ibaruramari n'Icungamutungo. | | | | |
| | Ushinzwe Ibikoreho | -Kugura no gucunga ibikoreho by'Intara; -Kugenera imodoka lisansi na mazutu, no kuzikoresha mu igaraji (garage); -Kwandika ibikoreho bihari no kubikwirakwiza mu nzego zitandukanye z'imirimo; -Gukora buri gihire uritonde rw'ibikoreho. | Ushinzwe Ibikoreho | Impanyabumenyi ya A ₁ mu Bucuruzi n'Ibaruramari, Ubukungu. | | | | |

¹ (A) Imirimo n'Imyanya y'Akazi
² (B) Ubushobozi bw'Abakozi (Abakozi)

| | | | | | | | | |
|---|--|--|--|--|--|---------------------------------|--------------------|--------------------------|
| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisoba-nuro A ↔ B | Umubare/ Abantu/ Umwanya |
| Isihani rshinzwe Imari n'ibikoroshu (ibikorikira) | Umushoferi | Umushoferi afite inshingano zikurikira : - Gutwara abakozi b'Intara mu gihe buzuza inshingano zabo, no - Gutwara imodoka neza buri gihe Umushoferi afite inshingano zikurikira : - Gutwara abakozi b'Intara mu gihe buzuza inshingano zabo, no - Gutwara imodoka neza buri gihe | Umushoferi w'Umukuru w'Intara Umushoferi w'Umunyamabanga Nshingwabikorwa Umushoferi w'Ubuyobozi bushinzwe Politiki n'Ubutegesi bw'Intara Umushoferi w'Ubuyobozi bushinzwe ibyerekeye Ubukungu n'ibikorwa remezo by'amajyambere Umushoferi w'Ubuyobozi bushinzwe Ubutunzi n'ibidukikije | Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afite uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afite uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afite uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afite uruhushya rwo gutwara imodoka rw'icyiciro B | | | | |

¹ (A) Imirimo n'Imyanya y' Akazi
² (B) Ubuyobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umubare n'umubare w'imyanya irimo (A) ¹ | Inshingano z'Urwego rw'umurimo (muri rusange) (A) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A) | Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|---|---|--|--|---------------------------------|-------------------|--------------------------|
| Ishami rshinzwe Inari n'Ibikoresho (ibikurikira) | Umushoferi | | Umushoferi w'Ubuyobozi bushinzwe Ubuzima n'Imbereho Myiza y'Abaturage Umushoferi w'Ubuyobozi bushinzwe Uburezi, Urubyaruko n'Umuco Umushoferi w'Ubuyobozi bushinzwe Inari n'Igenamugambi Umushoferi w'Ubuyobozi bushinzwe Uburyamabanga Rusange Umushoferi uri ku izamu (Chauffeur de Pool) Umushoferi uri ku izamu (Chauffeur de Pool) | Kuba yararangije inyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije inyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije inyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B Kuba yararangije inyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B | | | | |

¹ (A) Inurimo n'Imyanya y' Akazi
² (B) Ubushobozi bw' Abakozi (Abakozi)

| Urwego rw'Ubutegetsi | Urwego rw'Umurimo n'umubare w'inyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishamikiye ku rwego rw'umurimo | Ibisabwa n'imiterere yihariye y'umwanya w'akazi | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi | Amashuri y'uburambe ku kazi | Ibisobanuro | Umubare/ Abantu/ Umwanya |
|---|--|--|---|---|---|-----------------------------|-------------|--------------------------|
| Iskani rishinzwe Ikoranabuhanga mu Itangazamakuru n'Imunaho | Umukuru w'Iskani (A) ¹ | (A) - Kugena imigambi, gutunganya, guhuza no kugenzura ibikorwa by'Intara bifitanye isano na tekini y'itangazamakuru; - Gukora ku buryo ubuhanga bwo gukoresha orudinatori bukorwa mu mirimo yose ikorwa mu nze z'Intara kandi akanagenzura imitungire y'imikorere ya orudinatori kandi akanasana imashini zidakora neza; - Gucunga porogaramu orudinatori zikoresha; - Gutegura no gukoresha amahungurwa agenewe abakozi b'Intara mu buhanga bwo gukoresha orudinatori; - Gutashya abakozi b'Intara kubona inyandiko n'imibare bakenera byaba ibyo mu Ntara cyangwa ibiva mu Turere; - Gukora raporo z'ibikorwa z'igihembwe n'umwaka. | Umukuru w'Iskani rishinzwe Ikoranabuhanga mu Itangazamakuru n'Imunaho | Impanyabumenyi ya A ₀ mu gukoresha orudinatori cyangwa ubuhanga bwo gukoresha imashini za « Electronique » + inyaka 3 mu kazi mu byerekeye ubuhanga bwo gukoresha orudinatori. | (B) ² | (B) | A ↔ B | |
| | Ushinzwe Gusesengura no guhanga porogaramu orudinatori zikoresha (Analyse programmeur) | - Gukora porogaramu za gihanga zo gukoresha na orudinatori no gushyiraho uburyo bwo kuzikoresha (programmation scientifique et développement d'application); - Gusesengura porogaramu orudinatori zikoresha (Analyse des systèmes) | Ushinzwe gusesengura no guhanga porogaramu orudinatori zikoresha | Impanyabumenyi ya A ₁ , ubuhanga bwo gukoresha orudinatori n'imashini za « Electronique ». | | | | |

¹ (A) Imirimo n'inyanya y'Akazi

² (B) Ubushobozi bw'Abakozi (Abakozi)

| Urwego rw'Ubutegesi | Urwego rw'Umurimo n'umubare w'imyanya irimo | Inshingano z'Urwego rw'umurimo (muri rusange) | Imyanya y'akazi ishambikye ku rwego rw'umurimo (A) | Ibisabwa n'imitere y'ihariye y'imyanya w'akazi (A) | Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) ² | Amashuri y'uburambe ku kazi (B) | Ibisobanuro A ↔ B | Umubare/ Abantu/ Umwanya |
|--|--|--|---|---|--|---------------------------------|-------------------|--------------------------|
| Ishami rishinzwe Ikorabuhanga mu Itumanaho (ibikurikira) | Ushinzwe gucunga Porogaramu za orudineri zononkaye (Gestionnaire du Réseau et Maintenance) no Kuzikora | - Kugaragaza ibikenewe mu gusana ibikoresho bya orudineri, za porogaramu no gukoresha ubuhanga bwa orudineri mu murimo myinshi yo mu biro. Kwerakana uburyo bwo gukoresha orudineri ubwazo n'uburyo bwo gufata neza porogaramu zikoresha (Installation et entretien du Hardware et Software). - Gukora urutonde rwa orudineri zihari n'ibikoresho bya « Electronique » (Imashini ifotora inyandiko, n'iyerekana inyandiko cyangwa amashusho photocopieuse cyangwa projecteurs....; | Ushinzwe gucunga Porogaramu za orudineri no kuzikora zononkaye. | Impanyabumenyi ya A ₁ : Ubuhanga bwo gukoresha orudineri n'Imashini za «electronique » | | | | |

Imbonerahamwe y'Imyanya y'Akazi Yemejwe

| Imyanya y'Akazi Yemejwe | Imyanya Irimo Abakozi | Imyanya Itarimo Abakozi |
|-------------------------|-----------------------|-------------------------|
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Bikorewe i CYANGUGU, ku wa

Bibonywe kandi byemejwe na :

MUNYAKABERA Faustin

Umukuru w'Intara ya CYANGUGU