

*Cadre Organique de la Province*

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'inyanya irimo	Inshingano z'Urwego rw'umurimo (muri rusange)	Imyanya y'akazi ishamiyeye ku rwego rw'umurimo	Ibisabwa n'imitere 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
Ibiro by'Umukuru w'Intara (ibikurikira)	(A) <sup>1</sup> Umukuru w'Intara (ibikurikira)	(A) - Kumenyeshya Minisitiri y'Ubutegatsi bw'Igihugu uko ibintu byifashye mu Ntara n'ikindi kintu cyose cyagirira Igihugu inyungu ; - Gukora ku buryo abaturage bamenya amategeko n'amabwiriza ya politiki rusange Igihugu kigenderaho ; - Gutanga raporo zisanzwe za buri gihwe 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 ; - Gukurikirana ibikorwa by'imyango itegamiye kuri Leta n'amashyirahamwe bikorera mu Ntara ; - Gutumira no kuyobora inama za Komite (Akanama) mpuzabikorwa ;	(A)	(A)	(B) <sup>2</sup>	(B)	A ↔ B	

<sup>1</sup> (A) Imurimo n'inyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'akazi (Akazi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Ishingano z'Urwego rw'umurimo (muri rusange)	Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A)	Ibisabwa n'imiterere y'ubwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ibiro by'Umukuru w'Intara (ibikurikira)	Umukuru w'Intara (ibikurikira)	- Guturira no kuyobora imama z'imama ishinzwe 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 mipapuro by'akazi ; - Kwakira telefoni ; - Kohereza amabarurwa abo ageneve.	Umunyamabanga w'Umukuru w'Intara	Impamubuhamenyi ya A2 mu Bunyamabanga + imyaka 2 y'uburambe ku mwanya w'ubunyamabanga - Kumenya gukoresha neza orudinatari no gukoresha orudinatari mu mirimo myinshi yo mu biro.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

(A) Inyamba n'inyanga y'akazi  
 (B) Ubushobozi bw'Abakazi (Abakazi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo w'inyamba irimo (A)	Inshingano z'Urwego rusange (muri rusange)	Imyamba y'akazi ishamikiye ku rwego rw'umurimo (A)	Ibisabwa n'imiterere y'akazi w'umwanya (A)	Ukora umurimo cyangwa uri muri w'akazi (B)?	Amashuri y'uburambe ku kazi (B)	Ibisoba Nuro A ↔ B	Umubare/ Abantu/ Umwanya
Isinda ribanza ibikorwa by'Umutekano n'Ubutabera	Ushinzwe Imikoraniye y'Inzego z'Umutekano n'Ubutabera	(A) - Kunoza imikoraniye y'Inzego z'umutekano n'ubutabera; - Guhuriza Inyamba n'Inzego z'Umutekano n'Ubutabera;	Ushinzwe Imikoraniye n'Ubutabera	Impanyabumumenyi ya A <sub>0</sub> mu Mategeko, Ubutegesi muri Politiki, Impanyabumumenyi ya A <sub>0</sub> mu Mategeko, Ubutegesi bwa Leta				
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'Ubutabera by'Inkiko Gacaca	Ushinzwe Imikoraniye y'Inzego z'Umutekano w'Inkiko Gacaca	Impanyabumumenyi ya A <sub>0</sub> mu Mategeko, Ubutegesi bwa Leta Impanyabumumenyi ya A <sub>0</sub> mu Mategeko, Ubutegesi bwa Leta Impanyabumumenyi ya A <sub>0</sub> mu Bunyamabanga + inyamba ibiri y'uburambe ku mwanya kuba azi gukoresha orudinatari no gukoresha neza orudinatari mu murimo myinshi yo mu biro.				

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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 <sub>0</sub> mu Mategeko, Ubutegesi bwa Leta, Ubumenyi bw'Imibereho myiza y'Abaturage cyangwa itanu y'uburambe mu Butegetsi bwa Leta n'ubw'abikorera ku giti cyabo cyane cyane mu mwanya y'ubuyobozi.				

<sup>1</sup>(A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup>(B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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); - Gukurikiranira hafi iegurwa rya raporo z'ibikorwa; - Gushyikirana n'abaturutse mu mayambere 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)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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 <sub>2</sub> mu Bunyamabanga + inyaka 2 y'uburambe ku murimo w'umunyamabanga, kuba azi gukoresha orudineri.				
Ishami rishinzwe Ubugenzuzi bw'Intara	Umukuru w'Ishami	- Kugenzura 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 ; - Kugenzura ishusho y'umutungo wagenzuwe ukagarazaza n'ibaruramari ry'amafaranga yakoreshejwe n'ibaruramari ry'amafaranga yo kugura ibikenewe.	Umukuru w'Ishami rishinzwe Ubugenzuzi bw'Intara.	Impamyabumenyi ya A <sub>0</sub> mu Bukungu, Gucunga Imari ya Leta, Ubucunzi cyangwa ibaruramari + inyaka 3 y'uburambe mu byerekeye gucunga Imari ya Leta.				

<sup>1</sup> (A) Imurimo n'Imyanya y' Akazi  
<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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'ibaturamari; - Kubitisa buri munsu amafaranga yakiriye; - Gutangira raporo igihe.	Ishami rishinzwe Ibarura ry'Imari ya Leta	Impamyabumenyi ya A <sub>0</sub> 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	- Kuzaza 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 <sub>0</sub> mu Bumenyi mu bya Politiki, Ubutegetsi bwa Leta, Amategeko cyangwa indi bihwanye.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozzi (Abakozzi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisoba-nuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Itumanaho n'Imikoranye n'Abandi	Umukuru w'Ishami	<ul style="list-style-type: none"> <li>- Kugena imigambi, gutunganya, guhuza, kugenzura no gusuzuma ibikorwa by'Ishami ;</li> <li>- Gukora umurimo w'Ishinzwe Itangazamakuru mu Ntara;</li> <li>- Gutegura no gukurikirana amatangazo akenewe itangazamakuru ;</li> <li>- Gutangiza gahunda z'itumanaho kugira ngo rubanda (abatuye) bamenye ibikorwa by'Intara n'ibyoyagezeho;</li> <li>- Gutangaza mu binyamakuru gahunda n'imishinga by'Intara ;</li> <li>- Gukorana n'inzego ntaramakuru zo mu gihugu n'izo mu mahanga ;</li> <li>- Gutegura no gutunganya imibonano y'abategesi b'Intara n'itangazamakuru ;</li> <li>- 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 ;</li> <li>- Kugenzura iyakirwa ry'abayobozi mu rwego rwo hejuru baje gusura Intara.</li> </ul>	Umunyamabanga w'Umunyamabanga nshingwabikorwa	Impamyabumenyi ya A <sub>0</sub> mu Bumenyi mu Itumanaho, Itangazamakuru cyangwa Indimi + imyaka 3 y'uburambe mu byerekeye Itumanaho.				

<sup>1</sup>(A) Imirimo n'Imyanya y' Akazi  
<sup>2</sup>(B) Ubushobozi bw' Abakozi (Abakozi)



Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishamiye ku rwego rw'umurimo (A)	Ibisobanurwa n'imiterere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanurwa n'uburambe 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 <sub>1</sub> mu Buryamabanga cyangwa A <sub>0</sub> mu Butegetsi bwa Leta + inyaka 3 y'uburambe mu Butegetsi bwa Leta cyangwa Urwego rw'Abikorera ku giti cyabo, kuba azi neza gukoresha orudinatori 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 orudinatori 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.					

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (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 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 Ubunyamabanga Rusange (ibikurikira)	Umunyamabanga (A) <sup>1</sup>	- Kwakira ubutumwa ; - Kwakira telefoni; - Kwandikira mu gitabo ubutumwa bwakiriwe n'ubwohererwa 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 <sub>2</sub> mu Bunyamabanga, kuba azi gukoresha orudinatari no kuyikoresha mu mirimo myinshi yo mu biro.	(B) <sup>2</sup>	(B)	A ↔ B	
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 <sub>0</sub> mu Bunenyi 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.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (B) Ubuyobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishamiyeye ku rwego rw'umurimo (A)	Ibisabwa n'imiterere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisoba-nuro A ↔ B	Umubare/ Abantu/ Umwanya
Ubuyobozi bushinzwe Politiki n'Ubutegetsi bw'Intara (ibikurikira)	Umuyobozi (ibikurikira)	<ul style="list-style-type: none"> <li>- Gukurikirana ibyemezo bitatwa n'abayobozi b'Uturere kugira ngo arebe niba bitanyuranyije na politiki y'Igihugu;</li> <li>- Gukorana n'inzego zishinzwe umutekano w'abantu n'ibintu mu Ntara;</li> <li>- Gusakaza amategeko n'amabwiriza na politiki rusange Igihugu gikurikiza;</li> <li>- Gukurikirana uko ibintu byifashe muri rusange mu Ntara n'ikindi kintu cyagiriye Igihugu inyungu kandi akabimenyeshya</li> <li>- Abayobozi b'Intara;</li> <li>- Kugenzura imcungire y'abakozi;</li> <li>- Guhamya inyangirakaba</li> <li>- Gukurikirana ibibazo by'abaturage n'amadosiye arimo impaka zigomba gukemurwa;</li> <li>- Kugenzura ikusanywa ry'ibitazo bikubiyemo amategeko;</li> <li>- Gukosora raporo z'igihembwe n'umwaka z'ibikorwa by'ubuyobozi</li> </ul>						

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Akazi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ubuyobozi bushinzwe Politiki n'Ubutegesi bw'Intara (ibikurikira)	Umunyamabanga	- Kwakira no kuvobora 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 <sub>2</sub> mu Bunyamabanga + imyaka ibiri (2) y'uburambe mu Butegesi 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 <sub>2</sub> , kuba azi gukoresha orudinatori kandi akayikoresha mu mirimo myinshi yo mu biro.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (B) Ubuyobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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; -Gutegeza 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 <sub>0</sub> 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				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (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	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Ubuyobozi n'Imicungire by' Abakozi (ibukurikira)	Ushinzwe gucunga amadociye y' abakozi	- Gucunga amadosiye y' ubuyobozi bw' Abakozi.	Ushinzwe gucunga amadosiye y' abakozi	Impamyabumenyi ya A <sub>1</sub> mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Murango (Sociologie) cyangwa Ubumenyi Ngenakamere (Psychologie) cyangwa indi bihwanye.	(B) <sup>2</sup>	(B)	A ↔ B	
				Impamyabumenyi ya A <sub>1</sub> mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Murango (Sociologie) cyangwa Ubumenyi Ngenakamere (Psychologie) cyangwa indi bihwanye.				
				Impamyabumenyi ya A <sub>1</sub> mu Butegesi bwa Leta, Ubumenyi mu mibanire y' abantu mu Murango (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) <sup>1</sup>	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) <sup>2</sup>	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"> <li>- Gusuzuma no Gutanga inama ku bibazo biyanye n'imikorere y'uturere mu rwego rw'ubutegetsi;</li> <li>- Gutagararira igenzura ry'imicungire y'imari y'Uturere;</li> <li>- Gusuzuma niba ibyemezo bifatwa n'abayobozi b'Uturere biyuranyije na politiki Igihugu kigenderaho no kubimenesha Ubutegetsi bw'Intara;</li> <li>- Kumenyesha inzego zikorera mu Ntara amategeko, amabwiriza na politiki rusange Igihugu kigenderaho;</li> <li>- Gukurikirana ishyirwa mu bikorwa ry'ibyemezo bya Guverinoma mu biyanye n'imiyoborere myiza;</li> <li>- Gutegura imishinga y'amabwiriza agenewe Uturere;</li> <li>- Gusesengura raporo zituruka mu Turere;</li> <li>- Kunganira Intara ayungura inama ku bibazo biyanye n'amategeko;</li> <li>- Kungura inama ku bibazo biyanye n'ishyirwa mu bikorwa ry'ibyemezo by'inkiko.</li> </ul>	Umukuru w'Ishami rishinzwe Politiki, Gahunda y'Imiyoborere Myiza n'ibyerekeye Amategeko.	Impanyabumenyi ya A <sub>0</sub> 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.				

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi

<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A)	Ibisabwa n'imierere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Politiki, Gahunda y'imyoboreye Myiza n'iberekeye Amategeko (ibikurikira)	Ushinzwe Politiki na Gahunda	- Kugira uruhare mu kugenzura mu byerekeye Ubutegesi inzego zihuza ibikorwa by'Uture ; - Kugira uruhare mu ikurikirana ry'iyubahirizwa ry'amategeko, 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'imyoboreye 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 Muryangango (Sociologie).				

<sup>1</sup> (A) Imirimo n'imyanya y' Akazi  
<sup>2</sup> (B) Ubushobozi bw' Akazi (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	Amashuri y'uburambere ku kazi	Ibisobanuro	Umubare/ Abantu/ Umwanya
	(A) <sup>1</sup>	(A)	(A)	(A)	(B) <sup>2</sup>	(B)	A ↔ B	
Ishami rishinzwe Politiki, Gahunda y'Imyoborere Myiza n'Ibyerekeye Amategeko	Ushinzwe gukemura Impaka n'Ibyerekeye Amategeko	- Kwiga amadosiye y'ubuyobozi na tekiniiki yakuruye impaka; - Gucunga ibitabo by'amategeko, amabwiriza, inyandiko n'ibyemezo bitanyeye isano n'amategeko; - Gukurikirana umurimo wose ujyana no gushyiraho amategeko watangijwe mu nzege 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 <sub>1</sub> mu Mategeko cyangwa Ubutegetsi bw'Igihugu				
	Ushinzwe ibibazo		Ushinzwe ibibazo	Impamyabumenyi ya A <sub>1</sub> 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 <sub>1</sub> mu Bukungu, Icungamutungo, Imari ya Leta, Ubucuruzi cyangwa Ibaruramari				
			Umugenzi w'Ubutegetsi n'Imari	Impamyabumenyi ya A <sub>1</sub> mu Bukungu, Icungamutungo, Imari ya Leta, Ubucuruzi cyangwa Ibaruramari				
			Umugenzi w'Ubutegetsi n'Imari	Impamyabumenyi ya A <sub>1</sub> mu Bukungu, Icungamutungo, Imari ya Leta, Ubucuruzi cyangwa Ibaruramari				

<sup>1</sup>(A) Imirimo n'Imyanya y' Akazi  
<sup>2</sup>(B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisoba-nuro A ↔ B	Umubare/ Abantu/ Umwanya
Ubuyobozi bushinzwe byerekeye Ubukungu n'ibikorwa remezo by'amajyambere	Umuyobozi	<ul style="list-style-type: none"> <li>- Gutsura Amajyambere mu byerekeye ubukungu bw'Intara;</li> <li>- Gutegura amadosiye y'amasoko ya Leta; Umutungo Kamere, Ubukorikori n'Ubukeranzugendo;</li> <li>- Gushyikirana n'abikorera ku giti cyabo mu rwego rw'ubukungu bakorera mu Ntara;</li> <li>- Gushyiraho ingamba zo guteza imbere ubucuruzi mu Ntara;</li> <li>- Gukurikiza umurongo wa politiki Igihugu kigenderaho mu byerekeye imitunganyirize y'Umujyi (Urbanisme/City planning);</li> <li>- Kugena imigambi, guhuza no kugenzura ibikorwa biyanye no susana amazu ya Leta ari Ntara;</li> <li>- Guhuza ibikorwa biyanye no gukora igishushanyombonera cyerekana uko ibibanza bikase no kwandika imitungo y'ubutaka ku rwego rw'Intara;</li> <li>- Kugaragaza buri mwaka ibikenewe byihutirwa bya buri muhanda wo ku butaka cyangwa ku mazi w'Intara;</li> <li>- Kugenzura ibikorwa byo kubungabunga no kurengeza ibidukikije.</li> </ul>	Umuyobozi ushinzwe Ubukungu n'ibikorwa remezo by'amajyambere.	Impanyabumenyi y'A <sub>0</sub> 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.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (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'ibariye y'umwanya w'akazi	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi	Amashuri y'uburambe ku kazi	Ibisobanuro	Umubare/ Abantu/ Umwanya
Ubuyobozi bushinzwe Ubukungu n'ibikorwa remezo by'Amajyambere (ibikurikira)	Umuyobozi (ibikurikira)	(A) <sup>1</sup>	(A)	(A)	(B) <sup>2</sup>	(B)	A ↔ B	
	Umunyamabanga	- Kugenzura ishyamba 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;	Umunyamabanga mu Buyobozi bushinzwe Ubukungu n'ibikorwa remezo by'Amajyambere	Impanyabumenyi ya A <sub>2</sub> 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.				
		- Kwakira no kuyobora abashyitsi; Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyi, inyandiko n'izindi mpapuro z'akazi; - Kwakira telefoni; - Kohereza amabarurwa abo agewe.	Umunyamabanga wandika kuri orudinatari	Impanyabumenyi ya A <sub>2</sub> kuba azi gukoresha orudinatari				
		Kwandika kuri orudinatari inyandiko z'Ubuyobozi.						

<sup>1</sup> (A) Inyamba n'Imyanya y'akazi  
<sup>2</sup> (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 ishambikiye ku rwego rw'umuri mo	Ibisabwa n'imitere y'ubwubatsi y'imyanya w'akazi	Ukora umurimo cyangwa uri muri uwo mwanza w'akazi	Amashuri y'uburambe ku kazi	Ibisobanuro	Umubare/ Abantu/ Umwanya
Ishami rishinzwe ibikorwa remezo by'Amajya-mbere	Umukuru w'Ishami	(A) <sup>1</sup> - 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 imijyi n'ibyaro; - Gukurikirana ibikorwa biyanye no kubaka no gusana amazu ya Leta mu Ntara.	(A) Umukuru w'Ishami rishinzwe ibikorwa remezo by'Amajya-mbere	(A) Impamyabumenyi ya A <sub>0</sub> : Ubwubatsi bw'Amateme n'imbanda, Ubuhanga mu Bwubatsi cyangwa indi bihwanze + imyaka 3 mu byerekeye ibikorwa remezo by'Amajyambere.	(B) <sup>2</sup>	(B)	A ↔ B	
Ushinzwe Amazi	Ushinzwe Imihanda	- Gukurikirana ibikorwa biyanye n'Isuku no gusukura amazi. - Gukurikirana ibikorwa by'imirimbo ya Leta (Imihanda n'Amateme).	Ushinzwe Imihanda	Impamyabumenyi ya A <sub>1</sub> : mu Gutunganya Umujyi n'ibyaro cyangwa Ubwubatsi				
Ushinzwe Imitunganyirize y'Umujyi	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 <sub>1</sub> : mu Bwubatsi bw'Imihanda n'Amateme, Imirimbo ya Leta cyangwa Ubwubatsi				

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

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburamba ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe ibidukikije n'Umutungo Kamere	Umukuru w'Ishami	- Gukurikirana iyubahirizwa ry'amategeko y'Igihugu aenga imikoreshereze y'ubutaka mu Ntara; - Gukurikirana ishyirwa mu bikorwa rya politiki y'Igihugu mu byerekeye imikoreshereze y'ubutaka no kunoza imicungire y'umutungo w'ubutaka ku rwego rw'Intara; - Gukurikirana ishyirwa mu bikorwa imbonerahamwe n'igishushanyo mbonera by'imitunganyirize y'ubutaka hakurikijwe imikoreshereze 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; - Gushyirira mu gitabo inyandiko z'ubutaka; - Gukurikirana no gusesengura amadosiye y'iyimura (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) Ubwabatsi 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)		Ushinzwe imiturire, umutungo wa Leta n'inyandiko zigaragaza imiterere y'ibibanza na ba nyirabyo (Habitat et Domaine etcadastre.	Impanyabumenyi ya A1: Imitunganyirize y'Umujyi, Ubwabatsi bw'Imihanda n'Amateme, Imirimo ya Leta cyangwa ubwabatsi.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (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) <sup>1</sup>	(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 <sub>1</sub> mu bumenyi mu byerekeye Ubuhinzi-Bworozi (Agronomie) ibidukikije cyangwa Ubumenyi bw'Isi (Géographie)	(B) <sup>2</sup>	(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'iziciriritse; - 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 <sub>0</sub> 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.				

<sup>1</sup>(A) Imirimo n'imyanya y'akazi  
<sup>2</sup>(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) <sup>1</sup> - 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) <sup>2</sup>	(B)	A ↔ B	
	Ushinzwe guteza imbere Ubucuruzi	- Guteza imbere amashyirahamwe y'amakoperative; - Kubarura abacuruzi banditse mu gitabo cy'ubucuruzi; - Guhana no kwishyura ihazabu yamvikananyweho; - Gutsura amajambere y'ubucuruzi; - Gukurikirana iyubahirizwa ry'amabwiriza n'amategeko agenga ubucuruzi;	Ushinzwe guteza imbere Ubucuruzi.	Impamyabumenyi ya A <sub>1</sub> mu Bukungu, Ubucuruzi, leunganutungo cyangwa indi bihwanye.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (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	Ibisobanurirye 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)	(A) <sup>1</sup>	(A)	(A)	(A)	(B) <sup>2</sup>	(B)	A ↔ B	
		Ushinzwe guteza imbere Amakoperative	- Guteza imbere amashyirahamwe y'amakoperative; - Guteza imbere amashyirahamwe y'amakoperative; - Guteza imbere amashyirahamwe y'amakoperative; - Guteza imbere amashyirahamwe y'amakoperative; - Guteza imbere amashyirahamwe y'amakoperative;	Ushinzwe guteza imbere amakoperative	Impamyabumenyi ya A <sub>1</sub> mu Bukungu, Ubucuruzi, Iungantungo cyangwa indi bihwanye.			
	Ushinzwe Inganda n'Ubucukuzi bw'Amabuye y'Agaciro	- Guteza imbere inganda nto n'iziciririse; - Guteza imbere inganda nto n'iziciririse; - Guteza imbere inganda nto n'iziciririse; - Guteza imbere inganda nto n'iziciririse; - Guteza imbere inganda nto n'iziciririse;	Ushinzwe Inganda n'Ubucuruzi bw'Amabuye y'Agaciro	Impamyabumenyi ya A <sub>1</sub> : Ubucuruzi, Ubukungu, Iungantungo, Ubumenyi bw'Imierere y'Ubukazi (Géologie) Ubumenyi bw'Isi (Géographie) cyangwa Ubucukuzi bw'Amabuye y'Agaciro.				
	Ushinzwe Ubukorikori n'Ubukerarugendo	- Guteza imbere ubukorikori; - Guteza imbere ubukorikori; - Guteza imbere ubukorikori; - Guteza imbere ubukorikori; - Guteza imbere ubukorikori;	Ushinzwe Ubukorikori n'Ubukerarugendo	Impamyabumenyi ya A <sub>1</sub> : Ubucuruzi, Iungantungo, Ubumenyi bw'Isi cyangwa Ubukerarugendo.				
	Umugenzi w'Umurimo	- Guteza imbere y'igeranya y'umurimo; - Guteza imbere y'igeranya y'umurimo; - Guteza imbere y'igeranya y'umurimo; - Guteza imbere y'igeranya y'umurimo; - Guteza imbere y'igeranya y'umurimo;	Umugenzi w'Umurimo.	Impamyabumenyi ya A <sub>1</sub> : Ubutegezi bwa Lete, Ubumenyi mu Mibanire y'Abantu mu Muryango (Sociologie) Ubumenyi mu Myitwarire mu kazi (Psychologie du Travail) cyangwa indi bihwanye.				

<sup>1</sup> (A) Imurimo n'imyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'akazi (Abakozi)



Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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)	Ibisabwa ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ubuyobozi bushinzwe Ubuhinzi, Ubworozi n'Amashyamba	Umuyobozi	<ul style="list-style-type: none"> <li>- Kugenzura ishyamba mu bikorwa ry'ubuhinzi, ubworozi n'Amashyamba;</li> <li>- Gutanga no kunonosora itegurwa ry'ubuhinzi, ubworozi n'Amashyamba by'ubuhinzi bworozi ku rwego rw'Intara n'Uturere;</li> <li>- Gusesengura uko ibintu bigenda bihinduka mu rwego rw'ubuhinzi n'ubworozi mu Ntara;</li> <li>- Gutegura igurishwa ry'umugaruro ukomoka ku buhinzi, ubworozi no ku mashyamba;</li> <li>- Kwiga uburyo umugaruro ukomoka ku buhinzi, ubworozi n'Amashyamba watunganywa ukabazwa umugaruro wabikwa igihe kirekire;</li> <li>- Guteza imbere umugaruro w'ibihingwa ngenabukungu;</li> <li>- Kwiga uburyo bwo gukoresha ikoranabuhanga ribonye mu kugera ku mugaruro;</li> <li>- Gutegura gahunda zo gutunganya ibishanga no kubungabunga ubutaka.</li> </ul>	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.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Ishingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishambikye ku rwego rw'umurimo (A)	Ibisabwa n'imiterere yihariye y'imwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi y'imwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro 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 amabarurwa abo aGENEWE.	Umunyamabanga w'Umuyobozi ushinzwe Ubuhinzi, Ubworozi n'Amashyamba.	Impamyabumenyi ya A <sub>2</sub> Ubunyamabanga + imyaka 2 mu Butegetsi bwa Leta cyangwa abikorera ku giti cyabo, kuba azi gukoresha neza orudinatari.				
		- Kwandika kuri orudinatari inyandiko z'Ubuyobozi	Umunyamabanga wandika kuri orudinatari.	Impamyabumenyi ya A <sub>2</sub> mu Bunyamabanga, kuba azi gukoresha neza orudinatari.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegesi n'umubare w'inyanya irimo (A) <sup>1</sup>	I nshingano z'Urwego rw'umurimo (muri rusange)	Inyanya y'akazi ishankiye ku rwego rw'umurimo (A)	Bisabwa n'iterere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Bisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Unusaruro ukomoka ku Buhinzi n'Uworozi	Umukuru w'Ishami  -Kugena intego y'amamazabuhinzi (yashingiraho); -Gukoresha nama 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 tekini abagaronome n'abavuzi b'amahungu no kwitabira amahugurwa; -Gukurikirana no kurinda ibihingwa indwara n'ibyonyi; -Gukusanya inyandiko n'ibindi bikenerwa kumenywe mu buhinzi bworozi (données agricoles/agricultural data); -Guteganya umusaruro no gusuzuma uko ikibazo cy'ibitwaga giteye mu Ntara; -Kwerukana uburyo bwakoresheye mu guhinga bikagerazwe mu mirima y'abahinzi; -Gutegura gahunda zo kubona imbuta z'indobanure; -Gukusanya inyandiko n'ibindi bikenerwa kumenywe mu buhinzi kugira ngo hatagurwe umusaruro, no gusesengura uko ikibazo cy'ibitwaga giteye; -Gukusanya inyandiko n'ibindi bipimo by'amazi; -Guhira no gukurikirana imirimo yo gukamura ibishanga no kuhira ubutaka bwo ku misozi; -Gukorana n'ibigo by'ubushakashatsi mu by'ubuhinzi no kubimenyekanisha mu baturage; -Guhesha agaciro umusaruro ukomoka ku buhinzi-bworozi.	Umukuru w'Ishami rishinzwe Unusaruro ukomoka ku Buhinzi n'Uworozi	Inyanyabumunsi ya A <sub>0</sub> mu byerekeye Ubuhinzi (Agronomie) + inyaka 3 ku kazi mu byerekeye ubuhinzi-bworozi				

<sup>1</sup> (A) Imirimo n'inyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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 <sup>2</sup> (B)	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Umusaruro ukomoka ku Bahinzi n'Ubworozzi	Umukuru w'Ishami (ibikurikira)	- Guteza imbere amashyirahamwe y'abahinzi-borozzi; - Gusuzuma uko ikibazo cy'ibibwira giteye; - Kwita ku barobyi, ubworozzi bw'amafi n'ubw'inzuzi no guteza imbere ubworozzi 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 guteganya ibikenerwa mu nyongeramusaruro mu byerekeye ubuvuzi bw'amatungo; - Kugira uruhare mu korora amatungo ya kijyambere; - Kugaburira amatungo ibiryo bya kijyambere; - Gukurikirana iyubahirizwa ry'amategeko mu byerekeye kurengera ubutaka.						

<sup>1</sup> (A) Imirimo n'imyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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	Impanyabumenyi A <sub>1</sub> , 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	Impanyabumenyi A <sub>1</sub> , 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 ubworozi; - Gutegura gahunda zo guteza imbere ubworozi; - Kugira uruhare mu bikorwa byo kurwanya indwara z'amatungo.	Ushinzwe kwamamaza Ubuvuzi bw'Amatungo.	Impanyabumenyi A <sub>1</sub> , Ubumenyi mu buryo bwo korora n'inyorokere y'amatungo (Zoochente) cyangwa Muganga w'Amatungo.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A)	Ibisabwa n'imierere yihariye y'imwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	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, amakoperative n'abantu biyandikishije mu Ntara ko bakora ibikorwa by'uburobyi; - Gukora raporo z'igihembwe n'iz'imwaka z'ibyakoze.	Ushinzwe Uburobyi	Impanyabumenyi ya A1 Ubumenyi mu buryo bwo korora n'imyorokere y'Amatungo (Zootechnie) + Ubumenyi buhanitse mu bworozi bw'amafiyo mu ngo.				

<sup>1</sup> (A) Imirimo n'imyanya y'akazi

<sup>2</sup> (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)	Ibisaba-nuro	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Amashyamba	(A) <sup>1</sup>	(A) -Guhaza ibikorwa byerekeye amashyamba mu Ntara; -Gukurikirana ibikorwa by'imishinga yita ku mashyamba; -Gutanga umusanzu mu gukurikirana imisiro yakwa igenewe ikigeza cy'Igihugu cyo guteza imbere amashyamba no kugenzura aho ibyo bikorwa by'imari by'icyo kigeza bikorerwa.	Umukuru w'Ishami rishinzwe Amashyamba	(A) Impamya bumenyi ya A <sub>0</sub> . Amashyamba, Ubumenyi mu byerekeye ubuhinzi + imyaka 3 y'uburambe mu byerekeye amashyamba	(B) <sup>2</sup>		A ↔ B	
	Ushinzwe kurengera Amashyamba n'Umusaruro Uyakomokaho.	- Gukurikirana imirimo yo gukoreza amashyamba; - Gukurikirana ikorwa ry'ibishushanyo mbonera by'ahatuburirwa imbuto z'ibiti (pèpinière); - Kugira uruhare mu gutegura ibishushanyo mbonera by'imitunganyirize n'imicungire y'amashyamba ari mu mbago za Leta (forêts dominiales); - Gushyirira mu bikorwa ingamba zatuma urwego rw'amashyamba rugira uruhare rwarwo mu bukungu bw'Intara; - Gukurikirana ishyingira mu bikorwa ry'amategeko n'amabwiriza ya tekiniiki ajyana no gusuzuma uko imikoresheze y'ibiti no gusuzuma uko yubahirizwa; - Kwamamaza ikoranabuhanga ryakoreshewa mu kubanza ibiti umusaruro w'ubundi bwoko; - Gutanga umusanzu mu gukurikirana imisiro yakwa igenewe ikigeza cy'Igihugu cyo guteza imbere amashyamba.	Ushinzwe Kurengera Amashyamba n'Umusaruro Uyakomokaho	Impamya bumenyi ya A <sub>1</sub> . Ubumenyi mu byerekeye Ubuhinzi, Amashyamba.				

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi

<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegesti	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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 <sub>0</sub> Ubuzima, Imbereho Myiza y'Abaturage n'Ubumenyi Ngenakamere (Psychologie) + inyaka 5 y'uburambe mu Buwuzi cyangwa Imbereho myiza y'Abaturage.				
	Umunyamabanga	. Kwakira no kuyobora abashyitsi; - Gucunga igitabo cyandikwamo gahunda y'uko Umuyobozi yakira abashyitsi; - Kubika amadosiyiye, inyandiko, n'impapuro z'akazi; - Kohereza ubutumwa abo bugenewe.	Umunyamabanga w'Ubuyobozi bushinzwe Ubuzima, Uburinganire n'Imbereho Myiza y'Abaturage	Impamyabumenyi ya A <sub>2</sub> Ubunyamabanga + inyaka 2 y'uburambe mu Butegetsi bwa leta cyangwa Abikorera ku giti cyabo, kuba azi neza gukoresha orudinatari akanayikoresha mu mirimo myinshi yo mu biro.				
		Kwandika kuri orudinatari inyandiko z'Ubuyobozi	Umunyamabanga wandika kuri orudinatari.	Impamyabumenyi ya A <sub>2</sub> : Ubunyamabanga, kuba azi gukoresha neza orudinatari.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (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	Amashuri y'uburambe ku kazi	Ibisobanuro	Umubare/ Abantu/ Umwanya
Ishami rishinzwe guhuza ibikorwa by'Utugari tw'Ubuzima	Umukuru w'Ishami (A) <sup>1</sup>	(A) - Kwerakana imibare y'ikigereranyo yerekeye ubuzima mu Ntara; - Guteza imbere ubwisungane mu kwivuza no kugenzura ibikorwa by'ubwisungane; - Gutegura guhuza no kugenzura ibikorwa by'ubuzima; - Kongerera abaturage ubushobozi bwo kwivuza; - Gutegura ibikorwa byo kwirinda no kwishyirira kuvura indwara z'ibyorezo, VIH/SIDA na Malaria; - Guha abahungu mu byerekeye ubuzima ibikoroshya n'ibindi bya ngombwa; - Gukurikirana ibikorwa by'abacuruzi imiti, abafite amavuriro yigenga n'iby'ubuvuzi bwa gakondo; - Gutegura no gukoresha amahungurwa 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 <sub>0</sub> mu Buvuzi + imyaka itatu y'uburambe mu byerekeye Ubuuvuzi.	(B) <sup>2</sup>	(B)	A ↔ B	
	Ushinzwe Ubuzima n'Isuku muri Rusange	- Gutegura ibikorwa byo kwirinda no kwishyirira kuvura indwara z'ibyorezo; - Gutegura no gukoresha amahungurwa y'abaganga n'ay'ababwizi; - Guteza imbere no kugenzura isuku muri rusange.	Ushinzwe Ubuzima n'Isuku muri Rusange.	Impamya bumenyi ya A <sub>1</sub> mu Buzima bw'Abaturage cyangwa Ubuufommo.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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"> <li>- Gushyigikira inzego z'abari n'abategarugori;</li> <li>- Gutuza ibikorwa byose byerekeye umuryango;</li> <li>- Kongerera abari n'abategarugori ubushobozi mu byerekeye ubukungu;</li> <li>- Gutangurira abaturage ibyerekeye uburinganire hagati y'umugabo n'umugore;</li> <li>- Guteza imbere umuryango ukaba nk'intango y'amaajyambere;</li> <li>- Kuzamura uruhare rw'umugore afitse mu muryango;</li> <li>- Gukaza umurego mu kurwanya ibohotera ryibasira abari n'abategarugori;</li> <li>- Gutugura abaturage ku mategekako agenga umuryango;</li> <li>- Guteza imbere imbereho myiza y'abaturage;</li> <li>- Kwita ku batishoboye;</li> <li>- Kongerera ingufu amahugurwa y'abantu bakuru;</li> <li>- Kwita ku guhugura abaturage no kubigisha gusoma, kubara no kwandika;</li> <li>- Gutangurira abaturage gutashya abatishoboye;</li> <li>- Gutugura abaturage ku byerekeye isuku y'ibanze n'isuku y'ibiriwira;</li> <li>- Kubarura abatishoboye no kubashyigikira kugira ngo bave mu bibazo bafite.</li> </ul>	Umukuru w'Ishami rishinzwe Imbereho myiza y'Abaturage no Guteza imbere Abari n'Abategarugori.	Impanyabumenyi ya A <sub>0</sub> mu Bumenyi mu byerekeye Uburezi, Ubumenyi Ngangakamere (Psychologie), Ubumenyi mu Mibereho Myiza y'Abaturage cyangwa indi bihwanze + imyaka 3 mu byerekeye Imbereho myiza y'Abaturage.				

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi

<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Imibereho Myiza y'Abaturage no guteza imbere Umutegarurori (ibikurikira)	Ushinzwe Uburinaganire 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; -Kongerera abari n'abategarurori ubushobozi mu byerekeye ubukungu; -Gukangurira abaturage 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 abaturage ku mategeko akenyewe umuryango.	Ushinzwe Uburinaganire hagati y'Umugabo n'Umugore (Gender/Genre) no guteza imbere Abari n'Abategarurori	Impanyabumenyi ya A, 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'abaturage; -Kwita ku batishoboye; -Kongerera ingufu amahugurwa y'abantu bakuru; -Kwita ku guhugura abaturage no kubigisha gusoma, kubara no kwandika; -Gukangurira abaturage gufasha abatishoboye; -Guhugura abaturage ku byerekeye isuku y'ibanze n'isuku y'ibitwira; -Kubarura abatishoboye no kubashyigikira kugira ngo bawe mu bibazo bafite	Ushinzwe Imibereho Myiza y'Abaturage	Impanyabumenyi ya A, mu Bumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie) cyangwa Ubumenyi mu Mibereho Myiza y'Abaturage.				

(A) Imirimo n'Imyanya y' Akazi

(B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'ubutegetsi	Urwego rw'umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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; - Kongerera ubushobozi inzego z'urubyiruko; - Guhuza ibikorwa by'urubyiruko; - Guteza imbere no guhuza ibikorwa byerekeye umuco mu Ntara.	Umuyobozi ushinzwe Uburezi, Urubyiruko n'Umuco	Impamyabumenyi ya A <sub>0</sub> : Ubumenyi mu by'Uburezi, Ubumenyi Ngenakamere (Psychologie), Ubumenyi bw'imibereho Myiza y'Abaturage/Sciences Sociales), cyangwa indi bihwaye + 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 amabaruwa abo akenewe.	Umunyamabanga w'Ubuyobozi bushinzwe Uburezi, Urubyiruko n'Umuco	Impamyabumenyi ya A <sub>2</sub> : Ubunyamabanga + imyaka 2 y'uburambe mu Butegetsi bwa Leta cyangwa Abikorera ku giti cyabo, kuba azi gukoresha neza orudinareri.				

<sup>1</sup> (A) Imurimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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 zerekeranye n'igenamigambi ry'amashuri;	Umunyamabanga wandika kuri orudinatori Ushinzwe Igishushanyo mbonera cy'Amashuri	Impamyabumenyi ya A <sub>2</sub> : Ubunyamabanga, kuba azi gukoresha neza orudinatori. Impamyabumenyi ya A <sub>0</sub> 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 <sub>2</sub> : 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 <sub>2</sub> : Ubunyamabanga cyangwa Amategeko n'Ubutegetsi.				

<sup>1</sup> (A) Imurimo n'imyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange) (A)	Imyanya y'akazi ishamikiye ku rwego rw'umurimo (A)	Ibisabwa n'imitere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Uburezi	Umukuru w'Ishami	<ul style="list-style-type: none"> <li>- Kugenzura ishyingirwa mu bikorwa ry'Integanyanyigisho z'amashuri y'incuke, abanza, ayisumbuye n'amakuru;</li> <li>- Guhuza n'ibihwe igishushanyo-mbonera cy'amashuri;</li> <li>- Kugenzura isuzumwa ry'imyigishirize y'abarimu n'imyigire y'abanyeshuri;</li> <li>- Gukurikirana imicungire y'ibikorwaho by'amashuri;</li> <li>- Gukurikirana uko amashuri yifashe no gusaba ko ayanagiritse yasanwa;</li> <li>- Gutegura no gukurikirana uburyo bwo kwakira amafaranga y'ishuri;</li> <li>- Kugenzura imyigishirize y'ibigo by'amashuri yigenga;</li> <li>- Kugenzura abagenzuzi b'uturere tw'amashuri;</li> <li>- Guteza imbere uburezi;</li> <li>- Gukora urutonde rw'ibikenewe mu guhugura abarimu;</li> <li>- Gushyiraho gahunda zo kongerera ubumenyi abarimu n'abakozi bo mu buyobozi.</li> </ul>	Umukuru w'Ishami rishinzwe Uburezi	<p>Impamyabumenyi ya A<sub>0</sub>: Ubumenyi mu byerekeye Uburezi, Ubumenyi Nengakamere, Ubumenyi bw'Imibanire y'abantu mu Murungu + imyaka 3 mu byerekeye Uburezi.</p>				

<sup>1</sup> (A) Imirimo n'imyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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, + ibikoresho mfashanyigisho + gusuzuma integanyigisho - Gusuzuma imyigishirize y'amashuri yigenga; - Kugenzura abagenzuzi b'uturere rw'amashuri;	Ushinzwe Amashuri y'Incuke n'Abanza	Impanyabumenyi ya A <sub>1</sub> : 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'integanyigisho z'amashuri yisumbuye n'amakuru; - Guhuza n'ibihe igishushanyo mbonera cy'amashuri; - Gukurikirana iyinjizwa mu kazi ry'abarimu; - Kugenzura isuzuma ry'imyigishirize y'abarimu n'imyigire y'abanyeshuri; - Gukurikirana imicungire y'ibikoresho 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 <sub>0</sub> : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (Psychologie), Ubumenyi bw'Imibanire y'abantu mu Murungo.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Uruburyiruko, Imikino n'Umucyo	Ushinzwe Uburezi mu Mashuri agira gahunda n'Integanyanyigisho byihariye (Education non formelle)	- 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'abaterankunga bafasha mu rwego rw'uburezi mu mashuri agira gahunda n'integanyanyigisho byihariye (education non formelle)	Ushinzwe Uburezi bw'Amashuri agira Gahunda n'Integanyanyigisho Byihariye.	Impamyabumenyi ya A <sub>0</sub> - Ubumenyi mu by'Uburezi, Ubumenyi Ngenakamere, Ubumenyi mu Mibanire y'abantu mu muryango + imyaka 3 mu byerekeye Uruburyiruko, Imikino n'Umucyo.				
	Umukuru w'Ishami	- Guteza uruburyiruko imyuga; - Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'uruburyiruko; - Guteza imbere ishyirwaho ry'ibigo bitungura uruburyiruko; - Guteza ingando z'uruburyiruko; - Guteza imbere itunganywa ry'abantu h'urwibutso (sites mémoires); - Guteza imbere ibikorwa by'imyidagaduro.	Umukuru w'Ishami rishinzwe Uruburyiruko, Imikino n'Umucyo	Impamyabumenyi ya A <sub>0</sub> - mu Bugororangingo (EPS), Ubumenyi mu by'uburezi, Ubumenyi Ngenakamere - Amateka cyangwa Ubumenyi mu Mibanire y'abantu mu muryango.				
	Ushinzwe Uruburyiruko, Imikino n'Umucyo	- Guteza imbere ibikorwa by'imikino n'umucyo; - Gushyigikira inzego z'uruburyiruko; - Guteza ingando z'uruburyiruko.	Ushinzwe Uruburyiruko, Imikino n'Umucyo.	Impamyabumenyi ya A <sub>0</sub> - mu Bugororangingo (EPS), Ubumenyi mu by'uburezi, Ubumenyi Ngenakamere - Amateka cyangwa Ubumenyi mu Mibanire y'abantu mu muryango.				

<sup>1</sup> (A) Inirimo n'Imyanya y' Akazi

<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)



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

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi  
<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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"> <li>- Kumenya ibikenewe mu guhugura abakozi;</li> <li>- Guteganya amahugurwa y'abakozi no kubongerera ubumenyi mu kazi;</li> <li>- Gukorana n'ibigo bitanga amahugurwa;</li> <li>- Gushaka aho amafaranga yo gukoresha amahugurwa azava;</li> <li>- Gusuzuma gahunda y'amahugurwa n'uko gahunda zo kongerera abakozi ubushobozi zifashe;</li> <li>- Gutegura gahunda z'amahugurwa no gukoresha amahugurwa yo kongera ubumenyi bw'abakozi mu kazi;</li> <li>- Kwitabira gusuzuma imikorere y'abakozi;</li> <li>- Guhuriza hamwe imibare y'igereranya y'inzego z'imurimo z'Intara;</li> <li>- Gutangiza itegurwa rya gahunda z'ibikorwa byo mu Ntara;</li> <li>- Guhuza ibikorwa by'itegurwa rya porogaramu n'imishinga y'amajyambere y'Intara.</li> </ul>	Umuku w'Ishami rishinzwe Igenamigambi no Guhugura Abakozi	<p>Impanyabumenyi ya A<sub>0</sub> 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>				

<sup>1</sup> (A) Imurimo n'imyanya y'akazi  
<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe igenamigambi no Gutugura Abakozi (ibikurikira)	Ushinzwe kumenya ibikenewe no Gusuzuma Imikorere mu Kazi.	- Kumenya ibikenewe mu mahugurwa y'abakozi; - Gutuza ibikorwa no kwibutsa inzego zitandukanye gukorera igihe amasuzuma y'imikorere y'abakozi; - Gucunga imbonerahamwe y'inzego z'imirimo y'intara no gutegura, buri gihye bibaye ngombwa, inshingano z'urwego rw'umurimo runaka;	Ushinzwe Kumenya ibikenewe no Gusuzuma Imikorere mu Kazi.	Impamyabumenyi ya A <sub>0</sub> : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (psychologie), Ubumenyi mu Mibanire y'Abantu mu Murungo (Sociologie)				
	Ushinzwe Amahugurwa	- Gutegura imishinga y'amahugurwa y'imbere no hanze y'igihugu; - Kugenzura amahugurwa y'imbere mu Gihugu; - Guteganya amahugurwa akenewe abakozi bo mu Ntara; - Gupereza ku madosiye yo kumenya urwego impamyabumenyi zashyirwamo.	Ushinzwe Amahugurwa	Impamyabumenyi ya A <sub>0</sub> : Ubumenyi mu byerekeye Uburezi, Ubumenyi Ngenakamere (psychologie), Ubumenyi mu Mibanire y'Abantu mu Murungo.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegetsi	Urwego rw'Umurimo n'umubare w'inyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusange (A)	Imyanya y'akazi ishambikiye ku rwego rw'umurimo (A)	Ibisabwa n'imireere yihariye y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwu mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe igenamigambi no Gutungura Abakozi (ibukurikira)	Ushinzwe Imibare y'Igeranavya	-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'igeranavya y'abaturage ituruka mu Turere	Ushinzwe Imibare y'Igeranavya	Impanyabumenyi ya A <sub>1</sub> mu Mibare y'Igeranavya (Statistiques)				
	Ushinzwe Imibare y'Igenamigambi	- Guteganywa no kugena umubare w'abakozi, ibikorwaho 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); - Gukurikirana ibikorwa by'abagira uruhare mu iterambere; - Kongera ubushobozi bw'igenamigambi ry'Intara n'Uturere; - Gukurikirana ibikorwa bya za CDC (Komite zishinzwe Amajyambere ya Komini) na FDC (Kigege Gitsura Amajyambere).	Ushinzwe Igenamigambi	Impanyabumenyi ya A <sub>1</sub> mu Igenamigambi cyangwa Iungamutungo				

<sup>1</sup> (A) Imurimo n'inyanya y'akazi

<sup>2</sup> (B) Ubushobozi bw'abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	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 Ao : Ubukungu, Icyangamutungo 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 azakoresheya; - 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 amadosiye y'imari ariyanye isano n'amasoko y'Intara.	Umukuru w'Ishami rishinzwe Imari n'ibikoresho.	Impamyabumenyi ya Ao : Ubukungu, Icyangamutungo Ibaruramari + imyaka 3 y'uburamba mu byerekeye Ubukungu.				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi

<sup>2</sup> (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	Ukora umurimo cyangwa uwo mwanya w'akazi	Ibisabwa n'interere yihariye y'umwanya w'akazi	Amashuri y'uburambe ku kazi	Ibisobanuro	Umubare/Umuntu/Umwanya
	(A) <sup>1</sup>	(A)	(A)	(A)	(B) <sup>2</sup>	(B)	A ↔ B	
Ishami rishinzwe Imari n'ibikoresho (ibikurikira)	Umucungamari	-Kuzaza ibitabo by'ibaruramari; -Kwandika mu gitabo cy'ibaruramari imirimo yose ikozwe; -Kuzaza no kubika inyandiko z'ibaruramari; -Gutegura imibare y'ingenzo y'imari y'ogukoresha; -Kwakira imisoro no kuvandika mu gitabo cy'ibaruramari; -Kwishyuraza imyenda.	Umucungamari	Impanyabumenyi ya A1: Ibaruramari, Iungamutungo, Imari cyangwa Ubucuruzi.				
	Umucungamutungo	-Gukurikirana imkoreshereze y'ingenzo y'imari; -Kugura ibikoresho n'ibindi bikenerwa mu kazi; -Gutegura inyandiko zo kugura ibikoresho n'izindi nyandiko zijyana no gucunga umutungo; -Gutegura inyandiko mpeshabwishyu, inyemezabuguzi, n'ibindi.	Umucungamutungo	Impanyabumenyi ya A1: Ibaruramari, Iungamutungo, no kuba afite imyaka 2 y'uburambe mu Ibaruramari n'Iungamutungo.				
	Ushinzwe Ibikoresho	-Kugura no gucunga ibikoresho by'Intara; -Kugenera imodoka lisansi na mazutu, no kuzikoresha mu igaraji (garage); -Kwandika ibikoresho bihari no kubikwirakwiza mu nzego zitandukanye z'imirimo; -Gukora buri gihire uritonde rw'ibikoresho.	Ushinzwe Ibikoresho	Impanyabumenyi ya A1 mu Bucuruzi n'Ibaruramari, Ubukungu.				

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi  
<sup>2</sup> (B) Ubushobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	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 w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisoba-nuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishani nshinzwe Imari n'ibikorisho (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 Ubuhinzi 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				

<sup>1</sup> (A) Imirimo n'Imyanya y' Akazi  
<sup>2</sup> (B) Ubuyobozi bw' Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umubare w'Imyanya irimo (A) <sup>1</sup>	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) <sup>2</sup>	Amashuri y'uburambe ku kazi	Ibisobanuro	Umubare/ Abantu/ Umwanya
Ishami rshinzwe Imari n'Ibikoresho (ibikurikira)	Umushoferi	(A)	Umushoferi w'Ubuyobozi bushinzwe Ubuzima n'Imbereho Myiza y'Abaturage	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				
			Umushoferi w'Ubuyobozi bushinzwe Uburezi, Urubyaruko n'Umucyo	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				
			Umushoferi w'Ubuyobozi bushinzwe Imari n'Igenamugambi	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				
			Umushoferi w'Ubuyobozi bushinzwe Ubunyamabanga	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				
			Rusange					
			Umushoferi uri ku izamu (Chauffeur de Pool)	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				
			Umushoferi uri ku izamu (Chauffeur de Pool)	Kuba yararangije imyaka itatu y'amashuri yisumbuye no kuba afitse uruhushya rwo gutwara imodoka rw'icyiciro B				

<sup>1</sup> (A) Imirimo n'Imyanya y'Akazi  
<sup>2</sup> (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) <sup>1</sup>	(A) - Kugena imigambi, gutunganya, guhuza no kugenzura ibikorwa by'Intara bifitanye isano na tekini y'itangazamakuru; - Gukora ku buryo ubuhanga bwo gukoresha orudinatari bukorwa mu mubiri yose ikorwa mu nze z'Intara kandi akanagenzura imitungire y'imikorere ya orudinatari kandi akanasana imashini zidakora neza; - Gucunga porogaramu orudinatari zikoresha; - Gufurura no gukoresha amahungu ari agenze abakozi b'Intara mu buhanga bwo gukoresha orudinatari; - 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 <sub>0</sub> mu gukoresha orudinatari cyangwa ubuhanga bwo gukoresha imashini za « Electronique » + inyaka 3 mu kazi mu byerekeye ubuhanga bwo gukoresha orudinatari.	(B) <sup>2</sup>	(B)	A ↔ B	
	Ushinzwe Gusesengura no guhanga porogaramu orudinatari zikoresha (Analyse programmeur)	- Gukora porogaramu za gihanga zo gukoresha na orudinatari no gushyiraho uburyo bwo kuzikoresha (programmation scientifique et développement d'application); - Gusesengura porogaramu orudinatari zikoresha (Analyse des systèmes)	Ushinzwe gusesengura no guhanga porogaramu orudinatari zikoresha	Impanyabumenyi ya A <sub>1</sub> , ubuhanga bwo gukoresha orudinatari n'imashini za « Electronique ».				

<sup>1</sup> (A) Imurimo n'inyanya y'Akazi

<sup>2</sup> (B) Ubushobozi bw'Abakozi (Abakozi)

Urwego rw'Ubutegesi	Urwego rw'Umurimo n'umubare w'imyanya irimo (A) <sup>1</sup>	Inshingano z'Urwego rw'umurimo (muri rusangc)	Imyanya y'akazi ishambikye ku rwego rw'umurimo (A)	Ibisabwa n'imitere y'umwanya w'akazi (A)	Ukora umurimo cyangwa uri muri uwo mwanya w'akazi (B) <sup>2</sup>	Amashuri y'uburambe ku kazi (B)	Ibisobanuro A ↔ B	Umubare/ Abantu/ Umwanya
Ishami rishinzwe Ikorabuhanga mu hangazamakuru n'ubumunaho (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. Kwerukana 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 <sub>1</sub> : Ubuhanga bwo gukoresha orudineri n'umashini za «electronique »				

**Imbonerahamwe y'Imyanya y'Akazi Yemejwe**

Imyanya y'Akazi Yemejwe	Imyanya Irimo Abakozi	Imyanya Itarimo Abakozi
108		

Bikorewe i CYANGUGU, ku wa .....

Bibonywe kandi byemejwe na :

**MUNYAKABERA Faustin**

Umukuru w'Intara ya CYANGUGU