

## Tree Crops Officer

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### Organizational context

#### **Past and current engagements**

IFAD is a long-time trusted partner of the Government of Liberia. Prior to the civil war, IFAD has invested US\$11.1 for two completed projects with a total cost of US\$23.8. After a 20-year suspension, IFAD restarted its engagement in Liberia.

IFAD's country strategy, ongoing and future operations aim at addressing Liberia's challenges of low agricultural productivity, high post-harvest losses, substandard road access, widespread rural poverty, recurrent food insecurity and limited access to adapted financial services.

The Results-Based Country Strategic Opportunities Programme (RB-COSOP) 2011-2015, which has now expired, was the first RB-COSOP for Liberia. It has been followed by a Country Strategy Note (2017-2018) with the following strategic objectives:

- **Strategic objective 1: Smallholder farmers' access to finance, inputs, skills and markets is improved.**
- **Strategic objective 2: Smallholders' organizational capacities and access to MoA extension services are improved.**

A new Country Strategic Opportunities Programme (RB-COSOP) will be initiated in 2018.

Currently, IFAD's portfolio in Liberia includes one completed, 2 ongoing, 1 ratified and 1 pending projects.

The **Agricultural Sector Rehabilitation Project (ASRP)** was approved in 2009 and completed on 30 June 2017. The project closing date is 31 December 2017. Activities under that project are limited to those related to closure.

The **Smallholder Tree Crop Revitalization Support Project (STCRSP)** is in the amount of US\$ 24.9 million, and the IFAD financing of US\$ 16.8 million was approved in December 2011. It follows a value-chain approach and supports the rehabilitation of feeder roads and the rehabilitation of cocoa and coffee plantations. The project builds on a strong public-private partnership. STCRSP also aims at strengthening the financial management and institutional development of seven cooperatives and the capacity building of the Ministry of Agriculture (MOA) at the decentralized level to enable the cooperatives to benefit from extension services, bargaining power and lower transaction costs. The STCRSP Completion date is 30 September 2017 and the Closing date is 31 March 2018.

**Economic Recovery of Liberian Rice Farmers in Ebola Affected Counties (Japanese Grant)** is a Grant financed by the Government of Japan for an amount of US\$ 2.1 million. The Grant was declared effective on 17 March 2017. Its goal is to empower the rural poor, particularly women, to overcome the impact of the Ebola crisis, increase their food security and build sustainable, agricultural - rice bases - livelihoods. The project aims to reach 1,800 rural poor rice farmers (at least 60% women) in five counties: Grand Cape Mount, Bomi, Grand Bassa, Montserrado and Lofa. The Grant completion date is 31 August 2017 and the closing date is 30 November 2017.

### ***Planned IFAD engagements***

Two projects were approved by IFAD's Executive Board in December 2015. **The Tree Crops Extension Project (TCEP)** was approved by the IFAD Executive Board on 30 December 2015. It became effective on 08 June 2017. TCEP includes an IFAD loan of US\$ 13 million and an Adaptation for Smallholder Agriculture Programme (ASAP) grant of US\$ 4.5 million. The project will consolidate and complement the on-going STCRSP project, towards developing a viable and sustainable smallholder cocoa and coffee sub-sector in Liberia's main producing belt.

The TCEP will intervene in Nimba County, in at least 8 statutory districts. Its duration will be 6 years. The TCEP will adopt a value chain approach to link cocoa farmers, organized at grassroots level in traditional community-based labor groups and Farmers Field Schools (FFS), to markets and services through cooperatives and Private Sector Partners (PSPs).

**The Rural Community Finance Project (RCFP)** was also approved in December 2015 but the project has yet to be ratified. It is anticipated that this will occur before the 2017 summer recess. The project includes an IFAD loan of US\$ 5.5 million and a grant of US\$ 0.5 million and will improve access to rural financial services on a sustainable basis, enabling the development of the rural sector. It incorporates lessons-learnt on financial inclusion from Sierra Leone, where the IFAD-financed RFCIP helped establish a large network of Rural Financial Institutions, including both Financial Services Associations and Community Banks.

**The concept note for a second phase to the Tree Crops Project in Lofa is under formulation.**

### **Country Programme Approach**

The Ministry of Agriculture is the implementing Agency for this and all IFAD funded projects in Liberia through a dedicated Programme Implementation Unit (PIU). In this regard the Ministry of Agriculture, (MOA) working in partnership with IFAD is recruiting a tree crop officer to support the tree crop projects in Liberia. It is thought that a single Programme Management Unit with the required additional thematic expertise in the team depending on the projects within the programme would be cost effective, while facilitating cross learning and knowledge management and building synergies between projects.

### **Post's Organizational Accountability**

The Tree Crop Officer under the direct supervision of the Project Manager, will be responsible for implementing the tree crop component of the Project through the contract management and technical supervision of Service providers hired to implement the activities under the tree crop component.

A key element of the position is successfully ensuring that the project targets small scale producers through the implementation of production enhancement activities.

S/he will be granted a one (1) year fixed term contract renewal upon satisfactory evaluation and subject to funds availability **with 6-months' probation period**

### **Key results expected / major functional activities include:**

Specifically, the Tree Crops Officer will:

- Provide up-to-date professional advice to ensure the Programme implements profitable and sustainable tree crop activities for the benefit of smallholder farmers;

- Provide or coordinate institutional and operational support to tree crops service providers and farmers to facilitate rehabilitation and tree crop production;
- Provide tree crop related technical expertise to field missions at all stages of the programme/project cycle (design, implementation, completion);
- Work closely with the Agronomist and Farmer Field School Officer (FFSO) to coordinate and supervise the agronomic aspects of all tree crops under the projects
- Liaise with the Agronomist and FFSSO with any other stakeholder such as seed companies, agro-dealers (distributors and sub distributors), equipment suppliers, cocoa/coffee buyers, and cocoa/coffee exporters to foster a value chain approach;
- Contribute to the design of the overall distribution scheme of improved planting material and tools;
- Supervise and coordinate the distribution scheme of improved planting material and tools;
- Work with the service providers in charge of implementing the activities;
- Facilitate the promotion and dissemination of sustainable agricultural practices through the FFS approach;
- Work closely with the M&E Unit and other project team to draft periodic project progress reports;
- Work closely with other project team members, especially M&E unit to develop the Annual Work Plan and Budget;
- Ensure that knowledge exchange activities are prioritized appropriately and reflect the projects' strategy and objectives in collaboration with the FFSSO and Capacity Building Officer;
- Participate in policy formulation by Government on issues that affect tree crop production, value addition and marketing;
- In collaboration with Tree Crop Officer and IPs, organize farmers into crop-based groups and train them their application for various certifications: e.g. Organic, fair trade, Rain Forest Alliance, global gap etc.;
- Perform other related duties as may be requested by the Project Manager.

## Competencies

### *Organizational competencies*

- **Strategic thinking and organizational development:** Personal influence.
- **Demonstrating Leadership:** Leads by example; initiates and supports change.
- **Learning, sharing knowledge and innovating:** Challenges, innovates and contributes to a learning culture.
- **Focusing on clients:** Contributes to a client-focused culture.
- **Problem solving and decision making:** Solves complex problems and makes decisions that have wider corporate impact.
- **Managing time, resources and information:** Coordinates wider use of time, information and/or resources.
- **Team Work:** Fosters a cohesive team environment; able to foster and build team spirit focus and engagement at all levels.
- **Communicating and negotiating:** Acquires and uses a wide range of communication styles and skills.
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally.

### *Technical/Functional competencies*

- **Effective Negotiator and Communicator** with proven ability to build and nurture contacts among mainstream media. Ability to work effectively with others to meet mutual goals; build networks, listen and communicate effectively to engage others.
- **Innovative Performer** able to generate innovative solutions, assess risk, make decisions and accept consequences.
- **Leader** able to combine strong management, organizational and leadership skills with insight, seeking continual improvement and collaborative engagement within the team; able to achieve results through motivating people and influencing partners.
- **Planner/organizer** able to meet tight deadlines in a high-pressure and high-energy environment; flexible and able to multi-task.
- Strong analytical skills.

### **Qualification and Experience:**

- Bachelor degree in General Agriculture, Agronomy or closely related discipline (a Master Degree will be an added advantage).
- At least 5 years of relevant experience including at least 2 years in implementation of agricultural productivity enhancement projects, especially related to tree crops.
- Knowledge in participatory approaches, gender mainstreaming and Farmers Field School approach will be appreciated.
- Proven record in the field of project implementation of productivity enhancement projects; and Good writing skills and computer literacy are required

*Interested and qualified applicants should address their applications including letter of interest along with Curriculum Vitae and copies of relevant Diplomas/Certificate to the below address via email:*

### **Recruitment Team**

**IFAD Projects**

**Ministry of Agriculture**

Email: [recruitment.ifadprogramme@gmail.com](mailto:recruitment.ifadprogramme@gmail.com)

Deadline for submission of Applications **August 15, 2017**

**QUALIFIED WOMEN ARE ENCOURAGED TO APPLY**