



Ministry of Agriculture

Program Management Unit
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Gardnerville, Republic of Liberia
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VACANCY

Terms of Reference for the Position of Adaptation Specialist under the Building Climate Resilience Project

Brief overview of IFAD-funded activities in Liberia

The International Fund for Agricultural Development (IFAD) is a long-time trusted partner of the Government of Liberia. IFAD's Results-Based Country Strategic Opportunities Programme (RB-COSOP) 2020- 2024 has the overall goal to increase income and employment opportunities for rural men and women while building resilience to climate change and food insecurity.

The strategic objectives of the COSOP are to: Enhance the performance and inclusiveness of value chains that offer job opportunities, wealth creation, food and nutrition security for rural people, including poor households, women and youth.

Contribute to an enabling environment for pro-poor policy development and enhance the capacity of the public sector in Liberia to deliver services to the rural poor.

Currently, IFAD's portfolio in Liberia includes three (3) ongoing projects:

The Tree Crops Extension Project Phase I (TCEP-I). TCEP-I 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 work towards developing a viable and sustainable smallholder cocoa sub-sector in Liberia's main producing belt. The TCEP is intervening in Nimba County, in at least 8 statutory districts. Its duration is 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 Tree Crops Extension Project Phase II (TCEP-II). Additional financing of US\$23.8 million provided as part of the TCEP-II was approved by IFAD's Executive Board in December 2018 and was signed and ratified by the Liberian Government in September 2019. The TCEP-II financing will be prioritized in Lofa County with the possibility to include areas in other counties with comparable socio-economic and agronomic conditions.

The Building Climate Resilience Project (BCRP): The Government of Liberia has received an Adaptation Grant of US\$8,840,629 million from the International Fund for Agricultural Development (IFAD) to finance the Building Climate Resilience Project (BCRP) in the Rice and Cocoa sectors. The project is designed to reach 25,000 smallholder farmers including 10,000 rice producers, 10,000 cocoa producers and 5,000 smallholder farmers from other enterprises of which at least 40% will be women and 40% young people. The goal of the BCRP is that livelihoods and climate change resilience of rural farming households are improved. The project development objective (PDO) is to promote agriculture as a business for enhanced incomes and reduced rural poverty.

The project objective will be accomplished through the following three components:

The Adaptation Fund is an additional financing to the IFAD baseline projects, TCEP and TCEP-II in Nimba, Lofa and Bong Counties with the aim of building the adaptive capacities of 25,000 beneficiaries

to the shocks of climate change. Cocoa, rice and vegetable production are enterprises promoted in this project. The goal of the BCRP project is that livelihoods and resilience to climate change of rural farming households in Liberia are improved. The objective of the Project is to promote agriculture as a business for enhanced incomes and reduced rural poverty.

The Project consists of the following Components:

Component 1 - Climate-proofed agricultural production and post-harvest combined with livelihood diversification: This component focuses on household/village-level interventions in climate resilient and sustainable agriculture in order to reduce the negative impacts from climate change and climate variability, as well as to contribute to agricultural and rural livelihood development through income diversification. The sub-components' goal include: *Sub-Component 1.1:* Adaptation measures to foster the resilience of cocoa and rice production and post-harvest are implemented along the cocoa value chain; and *Sub-Component 1.2:* Income-generating activities (fish farming and gardening) are promoted as livelihood diversification measures: With regard to this output, the actions to be taken include: (1) Construction of earth dams; (2) Establishment of fish farms; and (3) Establishment of integrated vegetable gardens.

Component 2 - Climate resilient rural infrastructure: The sub-components' goals include: *Sub-Component 2.1:* Rural transportation and storage infrastructure have been rehabilitated and upgraded to withstand weather extremes. Activities under this output are: (1) Warehouse rehabilitation to withstand wetter climatic conditions; and (2) To sustain the climate-proofed investment over a longer period of time, activities will be undertaken to improve critical spots on 90 km of rural roads; and *Sub-Component 2.2:* Potable water supply increased and sanitation infrastructure-built accounting for current and future climate risks. Activities include: (1) Climate-proofed construction and rehabilitation of drinking water supply and sanitation; and (2) Capacity building for potable water management will complement the construction and rehabilitation activities.

Component 3 - Institutional capacity development and policy engagement: This component consists of one sub-component: *Sub-Component 3.1* - Governmental capacities are strengthened for climate change adaptation: The activities will consist in: (1) Strengthening of EPA's capacities and staff on climate change adaptation; (2) Strengthening of the Meteorological Department, including capacity building through technology enhancement and training to enhance institutional capacity; and (3) Technical support.

The project is being implemented in eight (8) districts in Bong County, eight (8) districts in Nimba County and seven (7) districts in Lofa County over a period of six (6) years.

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). 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. The below vacancy is positioned within the PIU and will be working on the TCEP/TCEP-II project

National Vacancy

Post Title: Adaptation Specialist

Reports to: Project Coordinator, IFAD TCEP Project Programme Management Unit (PMU), Ministry of Agriculture

Primary Location: Bong County

Start Date: December 1, 2023

Contract Period: One (1) year renewable

Key results expected / Major functional activities include:

Specifically, the Adaptation Specialist will:

- Lead the overall strategic direction on adaptation issues in the implementation of the BCRP project
- Mainstream climate change resilience in all planning, approaches and procedures to be adopted by the Project;
- Identify appropriate adaptation and mitigation measures to climate change.
- Design adaptation and mitigation strategies for cocoa, rice and vegetable sectors that are applicable in the local context of the project county, working with appropriate Ministries / Agencies,
- Identify and prioritize technologies for the agriculture and climate change sectors through a participatory process with a broad involvement of relevant stakeholders, including;
 - identification and link-up with relevant stakeholders and facilitation of the sector working groups to be set-up,
 - identification of institutions for data and other support, and
 - collecting, analysing and synthesising information and data to prepare technology fact sheets for the sector.
- Investigate the potential for new technologies to mitigate the impact of climate change.
- Strengthen capacities of EPA, Meteorological Department (MOT), FDA, MOA and CARI staff on climate change adaptation. This could include: Capacity building through technological enhancement and training to enhance institutional capacity, exchange visits for EPA staff, etc.
- Technical Assistance for improved policy frameworks to mainstream climate risks into sectorial strategies and policies;

- Support the development of tools for climate risk screening and assessment for key sectors (cocoa, rice water) and identify necessary adaptation measures.
- Organize consultative stakeholders' meetings and workshops (inception, report validation, and report finalisation/validation);
- Prepare working papers and other adaptation-related documents as may be required to ease the consultative process and harnessing inputs from stakeholders during meetings, workshops, amongst others.
- The Staff will be required to use best practices, guidelines, methodologies and technical guidance available through IFAD and other approved sources;
- Develop training materials on climate change adaptation measures that are adoptable to all groups;
- Conduct county and national level climate adaptation training for key stakeholders to include local authorities, CSOs, lead farmers, farmer cooperatives, entrepreneurs, and others along the value chain, youth and women groups and the physically challenged;
- Build farmers resilience to climate change through the development of adaptive measures using the Climate-Smart Agriculture (CSA) approaches;
- Identify particular climate induced vulnerabilities of the cocoa and rice sub-sector and farming communities;
- From lessons learnt, propose adaptation measures that can be formulated into programs that will enhance BCRP activities in the project county;
- Lead the preparation of an inventory of CSA practices, and prioritization of locally appropriate and gender responsive CSA practices;
- Guide the Project to conduct cost-benefit analysis of priority CSA practices at farm and value chain levels and oversee any training activities that may become necessary;
- Guide Capacity Building and Knowledge Management Specialists to identify capacity needs and gaps of various stakeholders for CSA.
- Guide and support the development of the Project Annual Work Plan and Budget (AWPB) preparation on the timely basis.
- Provide technical support and direction on adaptation issues under the TCEP and TCEP II
- Prepare monthly, quarterly and annual reports including key challenges and recommendation and submit to Project Coordinator
- Perform any other tasks that may be required by the project

Competencies

Organization Competencies

- **Strategic thinking and organizational development:** Personal influence.
- **Demonstrated Leadership:** Lead by example and initiate and supports change.
- **Learning, sharing knowledge and innovating:** Challenges, innovates, and contributes to a learning culture.
- **Focusing on clients:** Contribute 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.
- **Teamwork:** 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

- A minimum of a Master's degree in social and natural sciences; project management; environmental management; natural resources management; Climate Smart Agriculture, meteorology, Agribusiness, business administration; or related disciplines.
- Minimum 5 years of experience in relevant fields, in areas of agriculture, climate change and adaptation, climate-related physical and transition risk assessment, climate adaptation projects and/or climate resilient development for developing countries, economics of climate adaptation/value-at-risk and climate change models, tools and/or datasets.
- Demonstrated technical skills in climate risk and adaptation assessment across industries.
- Detailed knowledge of the UNFCCC process, Paris Agreement, climate finance instruments and mechanisms, and climate resilient development plans and commitments is desirable.
- Strong practical experience in applying tools and instruments for mainstreaming climate adaptation and resilience, green growth and climate finance into development concerns in investment operations.
- Familiarity with operations, policies and procedures of international financial institutions, and experience in processing and implementation of projects, is preferable
- Results-oriented and proactive; good attention to detail and ability to communicate verbally and in writing in English.

- Demonstrated ability to work effectively in a multicultural environment and build effective working relations with clients and colleagues.
- Experience in working on IFAD projects is an added advantage

Languages and other skills

Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations and group interactions.

All 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. Kindly indicate in the email subject, the Title of the position you are applying for as: Adaptation Specialist

The Recruitment Team

Program Management Unit
Ministry of Agriculture
Email: ifadrecruit@moa.gov.lr

Deadline for submission of Applications: November 10, 2023 at 5PM GMT

Only pre-selected applicants will be contacted for test and interview.

QUALIFIED WOMEN ARE ENCOURAGED TO APPLY