



Ministry of Agriculture

Program Management Unit

LIBSUCO Compound, LPRC Road

Gardnersville, Republic of Liberia



Request for Expression of Interest and Terms of Reference for Position of Agronomist(1) – under the Rural Poor Stimulus Facility (RPSF) 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:

- I. 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.
- II. 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 Rural Community Finance Project (RCFP). 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-learned 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 project started implementation in the second quarter of 2019.

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 2017 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.

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 vacancies are positioned within the PIU and will be working on Liberia – Rural Poor Stimulus Facility (RPSF) project, an associated investment to the Tree Crop Extension Project to address the effect of the COVID-19 pandemic.

Post Title: Agronomist

**Reports to: Project Coordinator, IFAD-PIU Projects
Programme Management Unit (PMU),
Ministry of Agriculture**

Primary Location: Monrovia with frequent field visits to Nimba & Lofa Counties

Start Date: January 4, 2021

Contract Period: One (1) year Non-renewable

Key results expected / major functional activities include:

Specifically, the Agronomist will:

- Support the work of the MOA in the area of food crops, especially rice, cassava and vegetables production;
- Provision of training to newly hired staff (mainly Young Professionals) and farmers in rice, cassava and vegetable on nursery management, improved crop production techniques, IPPM, harvest and post-harvest handling (including dissemination of flyers and leaflets), etc. via FFS approach as needed;
- Establishment of vegetable gardens nurseries and distribution of seedlings;
- Awareness creation in project communities on COVID-19 including placards, flyers, posters, radio drama and jingles as well as the distribution of disinfectant substances/protective equipment;
- Provision of nutrition education to promote consumption of diversified diets;
- Participate in the development of manuals on agronomic practices of major food and crops in Liberia;

- In collaboration with CARI, guide and supervise the introduction of new food crop varieties and planting material for adaptation to the local environment;
- Participate in technical discussions and activities pertaining to the design of MOA projects and programs and in the implementation of programs and projects in the field.
- Provide or coordinate institutional and operational support to food crops (rice, cassava & vegetable) service providers and farmers to facilitate food crops production;
- Work with key stakeholders such as seed companies, agro-dealers (distributors and sub-distributors), equipment suppliers, rice, cassava and vegetable buyers 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 closely with the M&E Unit and other project team to draft quarterly project progress reports and terminal report for the project;
- Participate in policy formulation by Government on issues that affect food crops production, value addition and marketing;
- Work closely with other project team members, especially M&E unit to develop the Annual Work Plan and Budget;
- Perform other related duties as may be requested by the Technical Services Department.

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 food 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.

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.

The Recruitment Team

Program Management Unit

Ministry of Agriculture

Email: recruit@moa.gov.lr

Deadline for submission of Applications: **December 27, 2020 at 5PM GMT** Visit the [www.moa.gov.lr/careers opportunities/vacancies](http://www.moa.gov.lr/careers_opportunities/vacancies) OR [www.emansion.gov.lr/careers opportunities/vacancies](http://www.emansion.gov.lr/careers_opportunities/vacancies) for details on the Term of References and submission of your applications.

Female candidates are highly encouraged to apply.