



Smallholder Agriculture Development for Food and Nutrition Security (SADFONS)
Ministry of Agriculture Annex, LIBSUCO Compound, Old LPRC Road,
Japan Freeway, Gardnersville, Monrovia, Liberia

TERMS OF REFERENCE

FOR THE RECRUITMENT OF PEST MANAGEMENT SPECIALIST

POSITION: Pest Management Specialist

REPORTS DIRECTLY TO: RAC in Region of Assignment

DEPARTMENTAL/FUNCTIONAL RELATIONS:

INTERNAL RELATIONS:

- Department of Administration,
- Department of Technical Services;
- Department of Planning and Development;
- Project Management Unit (PMU),

External Relations:

- GOL Ministries/Agencies and Corporations: (i.e. line ministries –MIA, Central Agriculture Research Institute (CARI); Cooperative Development Agency (CDA); Liberia Agricultural Commodity Regulatory Agency (LACRA); Liberia Rubber Development fund (LRDF); and others),
- Private Sector: farm households, farmers groups, associations, and cooperatives; agribusinesses including input suppliers; and other profit-oriented firms such as concessions
- Agriculture Extension and Advisory Service (AEAS) Providers.
- Civil Society Actors: NGOs; educational institutions; the media; and other civil society community-based organizations.
- Donors and international technical agencies



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PURPOSE:

- This specialty office is established and located at regional level to technically backstop the conduct of AEAS on soil and water strategic, sustainable and best – suited management practices by DRDRE, projects, private extension officers and other staff to farmers in the region.
- The specialist will provide technical support and guidance to planning and implementation activities of projects or programs geared toward soil fertility improvement to support crops growth, development and yield in the region.
- Facilitate the protection of soil and water values, the protection of indigenous biodiversity and managing biosecurity threats.
- Facilitate and supports community, farmers, projects, MOA and partners initiatives aimed at implementing sustainable land and water management practices in the country agro – ecosystems.

KEY RESULT AREAS:

- Technically advise on agriculture land and water sustainable management best practices to support crop production, livestock rearing and fishery in the region of assignment.

For a Pest Management Specialist, especially within the context of Liberia’s Ministry of Agriculture, there is a growing convergence between traditional field expertise and modern, data-driven approaches. Here are some of the key skills currently in demand for this field:

- 1. Integrated Pest Management (IPM) Expertise:
 - *Holistic Understanding: Professionals must demonstrate an in-depth understanding of IPM principles, including pest biology,



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lifecycle analysis, and a balanced use of biological, cultural, mechanical, and chemical control measures. This approach not only minimizes environmental impact but also enhances long-term agricultural sustainability.

- ***Adaptive Strategies:** Due to emerging challenges like climate change, specialists need the flexibility to adjust IPM plans according to shifting pest dynamics and evolving local ecosystems.
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- **2. Technical Proficiency and Data Analytics:**
- ***Modern Diagnostic Tools:** The use of advanced tools such as geographic information systems (GIS), remote sensing, and digital mapping to monitor pest populations is increasingly critical. This technical skillset empowers specialists to predict pest outbreaks and evaluate control strategies effectively.
- ***Data-Driven Decision Making:** Familiarity with statistical software and data analysis methods is highly valued. Specialists are expected to gather, interpret, and act on field data, ensuring that pest control practices are both timely and effective.
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- **3. Chemical Pesticide Management and Regulatory Compliance:**
- ***Safe Handling Practices:** Given the risks associated with chemical pesticides, this role requires a solid foundation in proper application techniques and safety protocols. Certifications in pesticide handling and application often serve as prerequisites.



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- ***Up-to-Date Regulatory Knowledge:** Specialists must stay current with national and international pesticide regulations and environmental guidelines to ensure all interventions comply with relevant standards and protect public health.
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- **4. Research, Innovation, and Continuous Learning:**
- *** Scientific Curiosity:** The field is dynamic, with pest behavior and resistance patterns constantly evolving. A strong foundation in research—whether through academic studies or field trials—enables specialists to innovate sustainable pest control methods.
- *** Adaptability:** Continuous professional development, including staying abreast of emerging trends and technological advancements, is essential. This might include experimental approaches such as bio pesticides or genetic controls.
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- **5. Field Operations and Environmental Management:**
- *** Practical Field Skills:** The ability to carry out field assessments, conduct pest surveys, and implement management strategies under diverse environmental conditions is crucial. This includes addressing unique challenges that local farmers might face.
- ***Sustainability Focus:** There is a strong emphasis on environmentally friendly practices. Specialists are expected to balance effective pest control with strategies that preserve natural ecosystems and biodiversity.
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- 6. Communication and Stakeholder Engagement:
 - *Effective Outreach: Clear and persuasive communication skills are critical for training farmers, coordinating with agricultural extension officers, and engaging with community stakeholders.
 - *Collaboration: Working within multidisciplinary teams—often spanning governmental bodies, research institutions, and local communities—requires strong interpersonal skills to build trust and foster cooperative solutions.
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- 7. Problem-Solving and Project Management:
 - *Strategic Decision-Making: The role demands an aptitude for rapid problem solving, coupled with the ability to manage projects from conception through to evaluation. This includes everything from outbreak response to long-term planning.
 - *Resource Coordination: Skills in project management are beneficial for coordinating pest management programs, budget planning, and ensuring efficient resource allocation.

EDUCATIONAL AND WORK EXPERIENCE

- Minimal MSc. degree in Plant Pathology, Pest Management qualification(s) in a specific field management and related field from a recognized university.



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OTHER REQUIREMENTS:

- At least two (2) years professional experience in soil and water management;
- Effective oral and written communication skills;
- Effective teamwork, leadership and management skills;
- General knowledge of the tradition, customs and or mores of the region/people.
- Must be a Liberian Citizen.
- Must be computer literate with ability to use E-mail.
- Ability to drive and operate other land transport equipment is an added advantage.
- Driving license is an added advantage

HOW TO APPLY: If interested, kindly submit your up to date CV to dwiagbe@moa.gov.lr with copy to stoure@moa.gov.lr, bfassah@moa.gov.lr and mkamara@moa.gov.lr not later than 17:00 GMT on Monday May 12, 2025.