



TERMS OF REFERENCE (TOR) FOR THE RECRUITMENT OF 10 CROPS TECHNICIANS (VEGETABLE 5 AND COCOA 5)

Country	Liberia
Project	Tree Crop Extension Project II (TCEP-II)
Position	10 Crops Technicians – (Vegetable 5 and Cocoa 5)
Reports to	Tree Crop / FFS Officer BCRP
Location	Bong, Lofa and Nimba Counties
Expected Start date	February 1, 2026
Contract Duration	One year (renewable)

Context

The Ministry of Agriculture (MOA) is implementing the Tree Crop Extension Project II (TCEP-II) with funding from the International Fund for Agricultural Development (IFAD). The project is designed to benefit about 15,000 households of which 10,000 households will be smallholder cocoa farmers and the remaining 5,000 rural households will benefit from improved roads, input supplies, market linkages and spillover effects along the value chain. The overall development goal of the project is “to improve the livelihoods and climate change resilience of rural households in Lofa County”. The development objective is to improve the incomes and climate change resilience of smallholder cocoa producers in the county. TCEP-II was approved by IFAD’s Executive Board on 1 December 2018. The project became effective on 19 September 2019 and had its first disbursement on 11 February 2020.

The project objective is being accomplished through the following four Components:

Component 1: Revitalization of Cocoa Plantation - The expected outcome of Component 1 will be “increased quantity and quality of cocoa sold by smallholders”. Under this component the project will: (i) rehabilitate 7,000 ha of cocoa plantation and replant 3,000 ha (a 0.25 ha per farm per year for the first 4 years) following value chain model. Farmers will receive incremental support beyond the initial quarter hectare, based on a number of criteria including consistent compliance with good agronomic practices. Target will be youth who are interested in having their own cocoa farms. This represents new cocoa farmers and not formerly supported STCRSP beneficiaries; (ii) mobilize and organize 400 kuu groups of 25 persons and FFS to reach 10,000 farmers; (iii) establish 400 village nurseries and supply improved hybrid seeds/seedlings, equipment, tools and solar driers to smallholder farmers; (iv) train 10,000 farmers in crop husbandry techniques and disease control, improve post-harvest handling and quality; (v) ensure germplasm garden support; (vi) provide alternative livelihood agricultural activities (crop diversification through intercropping on existing plantations for food and nutrition security, shade management needs and to help generate and protect income flow on new plantations before newly planted cocoa start to produce); and (vii) transform cocoa waste as an alternative source of incomes.

Component 2: Rehabilitation and Maintenance of Rural Feeder Roads - The expected outcome of Component 2 will be “improved access to markets and reduced transportation costs”. Under this component the project will rehabilitate and climate proof 110 km of existing feeder (or secondary) roads, 270 km of farm tracks roads, provide drainage structures on selected primary roads and establish

a viable road maintenance program. The provision of climate resilient road infrastructure will be supportive of the development of the cocoa value chain in the project areas.

Component 3: Service Provision for Value Chain Development - The expected outcome of Component 3 will be “improved value chain organization and performance”. This will be achieved through concurrent activities: (i) strengthening the capacity of cocoa farmers at community (through Farmer Field Schools – FFS / FBOs) and district levels (cooperatives); (ii) support for better “linkages” between all cocoa market producers, buyers and exporters; (iii) support to public and private service providers through MOA, CAC, DAOs, CARI, CDA and LACRA; (iv) support for improved policy dialogue; (v) monitoring of deforestation; (vi) dry storage; and (vii) REDD+ strategy implementation support.

Component 4: Project Coordination, Management, Monitoring and Evaluation and Policy - Under the country program approach, TCEP II will adopt a similar approach to that of TCEP. This will ensure effective and efficient strategic and operational planning, implementation, monitoring and evaluation, as well as knowledge management while considering environmental and climate change resilience. In addition, Component 4 will work on improved policy engagement and will drive forward gender and social inclusion activities and the dialogue related to the establishment of a functional Road Maintenance Fund.

The project will be implemented in seven (7) districts in Lofa County over a period of six (6) years. The project will adopt a value chain approach to link cocoa farmers, organized at grassroots level in traditional community-based labor groups and FFS, to markets and services through cooperatives and Private Sector Partners (PSPs). The Ministry of Agriculture (MOA) is the executing agency. The project implementation is being mainstreamed within the Programme Management Unit (PMU).

Under Component provision is made for the rehabilitation of cocoa plantation and vegetable production (alternative livelihood). Effective site supervision and quality assurance will depend on the timely recruitment Crops Technicians. Personnel assigned to field monitoring should possess relevant technical skills and practical experience on improved agronomic practices for cocoa and vegetables production. Preference should be given to candidates with practical field exposure rather than purely academic qualifications.

The Program Implementation Unit (PIU)

The Ministry of Agriculture is the implementing Agency for all IFAD funded projects in Liberia through a dedicated Program Implementation Unit (PIU). A single program management unit with the required thematic expertise to manage IFAD projects is deemed to be cost effective, while facilitating cross learning and knowledge management, and building synergies between projects.

The MOA intends to apply some of the project proceeds to recruit 10 Crops Technicians (Cocoa 5 and Vegetable 5) with particular focus on accelerating cocoa and vegetables production.

The PIU now seeks to fill the vacancy with the following general competencies:

General 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.

Post title: Crops Technicians (10 positions: Cocoa 5 and Vegetable 5)

**Report to: Tree Crop / FFS Officer
BCRP**

Primary Location: Lofa County

Start date: February 1, 2026

Contract Period: One Year (renewable)

Key results expected / major functional activities include:

Specifically, the Young Professional will:

- Conduct regular visits to smallholder cocoa and vegetable farmers, assist in identifying and solving problems in their fields, explain new technological options, encourage farmers to test and compare these options with their current practices, and facilitate information exchange among farmers;
- Assist in conducting on-farm demonstration and data collection on crop productivity.
- Undertake educational activities in the form of meetings, campaigns, demonstrations, field days, training sessions and exhibitions.
- Keep abreast of current recommendations and research findings related to farm production by maintaining continuous contact with the Central Agricultural Research Institute (CARI).
- Provide feedback to the research system about farmers' challenges that require solutions.
- Motivate farmers to adopt new and improved technologies / methods of production.
- Encourage a change in mind set of traditional farmers toward improved agricultural practices.
- Promote and support the adoption of improved, high yielding cocoa and vegetable varieties introduced in the counties by the project.
- Raise awareness about climate change and its effects on agriculture / production supporting farmers adaptation strategies.
- Promote and support improved cocoa and vegetable value chain activities including linking farmers to markets.
- Attend all Agriculture Coordination Committee (ACC) or related meetings in the counties.
- Perform any other assignment deemed necessary by the Agronomist and/or County Agricultural Coordinator.

Expected Deliverables

- Accurate daily records of work progress, labor input, and site measurements.
- Biweekly technical progress reports submitted to the Agronomist.
- Verified site completion reports for all assigned integrated vegetable gardens

- A consolidated report covering all assigned cocoa and vegetables clusters at the end of the implementation period.

Qualification and experience

- Diploma in General Agriculture or Agronomy and other closely related discipline.
- At least 2 years of relevant work experience with demonstrated direct experience supporting the implementation of field operations and crop management, pest and disease management, post-harvest handling and / or experience agricultural development projects.
- Able to take personal ownership and accountability to meet deadlines and achieve agreed-upon results and has the personal organization to do so
- Entrepreneurial mindset with excellent problem-solving skills
- Good written and oral communication skills in English is essential
- Strong interpersonal skills with proven ability to work effectively and collaboratively as a member of a multicultural team
- Commitment to mission of building the next generation of Liberia's civil service leaders and core values.

Applications

Please send a soft copy of your expression of interest along with curriculum vitae and copies of relevant diplomas / certificate by latest December 30, 2025 @ 4:00 pm to:

recruit@moa.gov.lr , Cc: akemokai@moa.gov.lr

IFAD-PIU/PMU/MOA

Ministry of Agriculture Annex, Libsuco Compound

Japan Freeway, Gardnersville, Montserrado County

Telephone: 0886985253/0775901977

The subject line should read: **EOI for Crops Technician**

QUALIFIED WOMEN ARE ENCOURAGED TO APPLY

Only pre-selected consultants will be contacted.