



## TERMS OF REFERENCE (TOR) FOR THE RECRUITMENT OF 15 FIELD TECHNICIANS (ENGINEERS)

<b>Country</b>	Liberia
<b>Project</b>	Building Climate Resilience in Liberia's Rice and Cocoa Sectors Project (BCRP)
<b>Position</b>	Field Technicians – Engineers (15)
<b>Reports to</b>	Senior Engineer for Non-Road Infrastructure BCRP
<b>Location</b>	Bong, Lofa and Nimba Counties
<b>Expected Start date</b>	February 1, 2026
<b>Contract Duration</b>	One year (renewable)

### Context

The Ministry of Agriculture (MOA) is implementing the Building Climate Resilience in Liberia's Rice and Cocoa Sectors Project (BCRP) with funding from the Adaptation Fund supervised by the International Fund for Agricultural Development (IFAD). 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, four (4) districts in Nimba County and three (3) districts in Lofa County over a period of six (6) years.

Under Sub-Component 1.1 provision is made for the development of 1,800 ha of Inland Valley Swamp (IVS) for intensive rice production. Effective site supervision and quality assurance will depend on the timely recruitment and proper deployment of competent field technicians. Personnel assigned to field monitoring should possess relevant technical skills and practical experience to support the implementation of irrigation, drainage, and related rural infrastructure works. Early mobilization of these technicians is essential to maintain continuous oversight during all stages of construction. Field technicians should be selected based on demonstrated hands-on experience in small-scale irrigation systems, earthworks, drainage structures, and agricultural water management. 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 15 Field Technicians (Engineers) with particular focus on accelerating IVS development for intensive rice production, cocoa and vegetable production and enhance fishery activities using community-based development approach. However, more emphasis will be placed on rice production in the IVS, consistent with the Government of Liberia priorities. A total of 1,800 ha with agro-ecological conditions suitable for developing IVS / irrigation schemes and rice production will be targeted across 10 districts in the three counties.

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: Field Technicians - Engineers (15 positions: Bong – 6, Lofa – 3 and Nimba - 6)**

**Report to: Senior Engineer for Non-Road Infrastructure  
BCRP**

**Primary Location: Bong, Lofa and Nimba Counties**

**Start date: January 1, 2026**

**Contract Period: One Year (renewable depending on need and funding availability)**

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

Specifically, the Field Technician will provide technical and field-level supervision of IVS and other infrastructure works. The role involves ensuring compliance with design specifications, supporting community-based construction, and maintaining accurate field records. The Technician will serve as the link between the MOA, the BCRP/TCEP-II engineering team, and beneficiary communities. Under the direct supervision of the Senior Engineer (Non-Road Infrastructure), and in close collaboration with the Ministry of Agriculture and the FBOs/beneficiary Community, the Field Technician (Engineering) shall perform the following tasks:

- Ensure that all water control structures/ other non-road infrastructure are constructed in accordance with the approved designs and specifications.
- Supervise and guide community labor or beneficiaries to ensure that all works meet technical requirements.
- Collaborate with Youth Contractors to mobilize community labor during IVS/ other infrastructure development
- Maintain daily site records, including timesheets, technical activities, and quantities of work completed at each IVS/other infrastructure site.
- Submit biweekly progress reports to Senior Engineer.
- Report promptly to Senior Engineer any irregularities or incidents occurring on-site.
- In coordination with FBO members, facilitate the local provision of construction materials (sand, aggregates, boulders, bamboo, sticks, and poles) at no cost to the project.
- Together with community beneficiaries, oversee the implementation, operation, and maintenance of IVS and other infrastructure works to ensure full rehabilitation and development.
- In consultation with Senior Engineer, share progress reports and updates with PIU/BCRP/TCEP II, MOA visitors, and IFAD Supervision Missions.
- Serve as site supervisor or works foreman in the absence of the Senior Engineer and the PIU Engineering Team.
- Participate actively in field supervision and monitoring by BCRP/TCEPII and MoA staff, including provision of technical information and field measurements.
- Assist in preparing work schedules and timetables to ensure effective use of community labor.
- Develop and manage a cluster of 8 IVS/Other Infrastructure sites under assigned responsibility.
- Train project beneficiaries on best management practices for the infrastructure sustainability.

## **Expected Deliverables**

- Accurate daily records of work progress, labor input, and site measurements.
- Biweekly technical progress reports submitted to Senior Engineer/ PIU.
- Verified site completion reports for all assigned IVS/ Other infrastructure works.
- Functional community-based operation and maintenance arrangements for each rehabilitated IVS/ Infrastructure.
- A consolidated report covering all assigned IVS/ Other infrastructure clusters at the end of the implementation period.

## **Qualification and experience**

- Background in General Agriculture, Agronomy, Civil Engineering, Irrigation or Agricultural Engineering or in related field;
- At least 1-2 years of relevant work experience in developing irrigation schemes in general (ideally IVS) with demonstrated direct experience supporting management operation and implementation;
- 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;

## **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

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 Field Technician - Engineer**

**QUALIFIED WOMEN ARE ENCOURAGED TO APPLY**

Only pre-selected consultants will be contacted.