



MINISTRY OF AGRICULTURE
REPUBLIC OF LIBERIA
PROGRAM MANAGEMENT UNIT



SMALLHOLDER AGRICULTURE TRANSFORMATION AND AGRIBUSINESS REVITALIZATION PROJECT (STAR-P)

**REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTANCY)**

Liberia: Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P)

Credit No./Project No.: CR 6360-LR/P160945

Assignment: Individual Consultancy to recruit a Gender and Social Development Specialist - STAR-P

The Government of Liberia has received financing from the World Bank toward the cost of the **Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P)** and intends to apply part of the proceeds to recruit a Gender and Social Specialist for the STAR-P.

The services to be carried out by the Gender and Social Specialist under the supervision of the Project Coordinator include: contributing to a program of analytical and operational work focused on integrating key gender, social accountability and inclusion issues into the STAR-P portfolio; generating write-ups of best practices in established and emerging areas of relevance for social development in agri-business operations; supporting the implementation of the World Bank agenda on social inclusion, citizen engagement and gender mainstreaming, including through direct operational support, briefs to senior management; contributing to strengthening partnerships within PMU projects, implementing partners, stakeholders and the agricultural sector in Liberia, in key areas of analytic and operational work; liaising with academic institutions and think tanks in disseminating and exchanging knowledge on good practices; and supporting knowledge management, capacity building and outreach efforts.

The Ministry of Agriculture now invites eligible individual consultants to indicate their interest in performing the Services. Interested Individual Consultants should provide updated Curriculum Vitae (CV) and relevant documents indicating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria include Master's Degree in Management, Public Administration, economics and the social sciences with at least two years of directly relevant experience **OR** a Bachelor's degree in similar areas and five years relevant work experience in the public and private sector; familiarity with the literature and policy aspects related to social development, governance, and gender issues; strong written and spoken English language communications skills, among others.

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites:

- a) www.emansion.gov.lr
- b) www.moa.gov.lr

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated July 2016, revised November 2017, and August 2018, setting forth the World Bank's policy on conflict of interest. Please refer to *paragraph 3.17 of the Procurement Regulations* on conflict of interest related to this assignment which is available on the Bank's website at <http://projects-beta.worldbank.org/en/projects-operations/products-and-services/brief/procurement-new-framework>

An Individual Consultant will be selected in accordance with the **Individual Consultant Selection (ICS)** method set out in the Procurement Regulations.

All applications **MUST** be sent via email to: starprecruit@moa.gov.lr

Attention:

**The Recruitment Team
STAR - P
Program Management Unit
Ministry of Agriculture, Liberia**

Note: Applicant **MUST** indicate in the email subject, the Title of the Position he/she is applying for.

Closing Date: **March 4th , 2020 by 5pm GMT**

Female candidates are highly encouraged to apply.

TERMS OF REFERENCE
RECRUITMENT OF GENDER AND SOCIAL DEVELOPMENT SPECIALIST
FOR THE SMALLHOLDER AGRICULTURE TRANSFORMATION AND
AGRIBUSINESS REVITALIZATION PROJECT (STAR-P) FOR THE
MINISTRY OF AGRICULTURE

Duty Station: PMU Office, LIBSUCCO Compound, Gardnerville, Monrovia, Liberia with extensive visits to project counties

Contract Duration: 2 years with option to extend based on performance

Reports to: Project Coordinator, STAR-P

Type of contract: Lump sum Contract

Scope of Services

S/he will be involved with gender, social accountability, social inclusion and citizen and stakeholder engagement and will report to the Project Coordinator.

Main Responsibilities

- Contribute to a program of analytical and operational work focused on integrating key gender, social accountability and inclusion issues into the STAR-P portfolio;
- Generate write-ups of best practices in established and emerging areas of relevance for social development in agri-business operations;
- Support the implementation of the World Bank agenda on social inclusion, citizen engagement, stakeholder engagement and gender mainstreaming, including through direct operational support, briefs to senior management;
- Contribute to strengthening partnerships within PMU projects, implementing partners, stakeholders and the agricultural sector in Liberia, in key areas of analytic and operational work;
- Liaise with academic institutions and think tanks in disseminating and exchanging knowledge on good gender mainstreaming practices.
- Support knowledge management, capacity building and outreach efforts.

Qualifications and Experience

- Master's Degree in Gender Studies, Development Studies, Sociology, Social Anthropology, Economics with at least five years of directly relevant experience **OR** a bachelor's degree in similar areas and seven years relevant work experience in the public and private sector;

- Familiarity with the literature and policy aspects related to social development, governance, and gender issues;
- Strong organizational, research, and oral presentation skills;
- Proven ability to work in a team and intercultural environment, with minimal supervision;
- Hands-on and action-oriented approach;
- Strong written and spoken English language communications skills;
- Enthusiasm for, and commitment to development work;
- Willingness to travel in project counties;
- Self-Motivated to work on gender, development and inclusion.

Key Competencies

Abilities

- Demonstrated ability to establish priorities and to plan, co-ordinate, and monitor his/her own work plan and those of subordinate staff.
- Demonstrated ability to meet deadlines, and to make appropriate links in work processes and anticipate next steps.
- Self-motivated.

Skills

- Excellent interpersonal and team building skills, including negotiation skills
- Excellent written and spoken communication skills, including presentations
- Computer literacy with proficient knowledge of Microsoft Word, Excel and PowerPoint applications
- Well-developed organizational skills

Knowledge

- Thorough knowledge of Government and private sector institutional and organizational structures and operations in general. Experience in the same field in Liberia is an added advantage.
- Working knowledge of the operational modalities for national and international NGOs is desirable.