



**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 Value Chain and Agribusiness Advisor - 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 Value Chain and Agribusiness Advisor for the STAR-P.

The services to be carried out by the Value Chain and Agribusiness Advisor under the supervision of the Project Coordinator include: analyzing the constraints and opportunities related to agribusiness investment options with emphasis on the functionality of markets, support services, trade policies, market institutions and organizations, risk management systems, food safety control systems and private sector engagement; identifying and facilitate sustainable market linkages/platforms for smallholder farmers. assisting in establishing public-private engagement platforms for market-based value chain strategic planning; assisting in promoting the conditions for private sector involvement in food and agriculture supply and value chains, producer organizations, civil society, and pro-poor public-private and public-private-community partnerships; identifying and analyze agribusiness investment-related policy issues and organize and facilitate discussions on agribusiness investment-related policy issues involving representatives of the private and public sector, with a view to reach consensus on improved policies; representing the PIU to the LACF investment committee and give guidance for informed business decisions during the review of various business proposals; formulating and delivering capacity development activities and programs to support private and public stakeholders in the areas of agribusiness, marketing and food chain development; preparing clear and concise reports to contribute to policy dialogue and other communication for development activities supported by the project; developing suitable agribusiness financing models that also address climate related risks; consolidating the outcome of the above tasks and prepare development of strategies and action plans for agriculture commercialization in the selected provinces; supporting the development of climate responsive financing arrangements; and proposing a program to build capacity of government officials (i.e. an inter-departmental task force for facilitating agribusiness development), financial intermediaries, public-private platform stakeholders, and agribusiness entities, among others.

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 an advanced University degree in agribusiness management, business administration, agricultural economics, agricultural development, development economics with a specialization in agriculture, or a closely related field; a minimum of ten (10) years of relevant experience related to agriculture and rural development, preferably related to agricultural enterprise development; demonstrable successful experience in farmer mobilization and linking small holder farmers to substantive markets in West Africa, especially in Liberia; practical experience in farming in Liberia is a strong advantage; relevant experience in conducting agricultural/rural sector/subsector analytical studies, and/or in planning, design, supervision of agricultural and rural investment operations, including elaboration of agribusiness investment feasibility studies/food chain analyses/agricultural market studies in developing countries; experience with international development market-oriented programs; knowledge and experience in working with farmers groups in Liberia.

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 A VALUE CHAIN AND BUSINESS DEVELOPMENT
SPECIALIST FOR THE SMALLHOLDER AGRICULTURE
TRANSFORMATION AND AGRIBUSINESS REVITALIZATION PROJECT
(STAR-P) FOR THE MINISTRY OF AGRICULTURE

Duty Station: PMU Office, LIBSUCO Compound, Gardnerville, Monrovia, Liberia

OPEN TO: Liberian Nationals (Foreigners may be considered if there isn't a Liberian qualified)

Contract Duration: 13 MONTHS with option to extend based on satisfactory performance

Reports to: Project Coordinator/ STAR-P

Type of contract: Lump sum Contract

Role/ Scope of Service:

The Value Chain and Business Development Specialist will oversee the assessment of selected value chains for the purpose of identifying opportunities for strengthening local farmers, farming cooperatives, farm-based organizations, and other agribusiness support organizations, state and non-state actors. Also coordinate the implementation of project activities that support agribusiness development by identifying training needs, design training-of-trainers for business development service providers as well as agribusiness training programs in collaboration with project partners and service providers in aspects of market-oriented production, business management, market system design, and value addition.

The consultant will contribute to operationalizing the commercialization objective of STAR-P, with particular, although not exclusive; focus on value chain development and agribusiness, providing support to the identification and/or development of investment operations and related support policies. The consultant will report to the Project Coordinator.

Key Duties/Responsibilities

- Coordinate and perform analysis of selected agricultural sectors/food chains, including food nutrition and security and food safety issues and assess the feasibility of agribusiness investment proposals; and the modalities applied to developing the STAR-P funded agriculture businesses;
- Analyze the constraints and opportunities related to agribusiness investment options with emphasis on the functionality of markets, support services, trade policies, market institutions and organizations, risk management systems, food safety control systems and private sector engagement
-

- Serve as the technical lead for designing, implementing programming and monitoring for the selected value chains, value chain actors for SME Development activities;
- Support Market-based SME development and establish linkages to business development services;
- Coordinate partners including private enterprises, community-based organizations and NGOs working on value chain and market development interventions;
- Design capacity building for support to SMEs in the creation of linkages to farmers, value addition, technology adoption, innovation, climate resilience, business management, and enterprise development
- Develops and maintains strong partnerships with private sector organizations, cooperatives, partners, collaborators and financial institutions;
- Provide technical support for the formation of producer groups/cooperatives and other associations along the key value chains;
- Coordinate and contribute to the development and implementation of work plans and identify and ensure linkages and synergies across project activities and implementing partners;
- Engage regularly with counterparts including chambers of commerce, SMEs, processors, logistics, retailers, policy makers, regulators, development experts, implementing organizations, business development service providers;
- Draft concept notes and reports for internal and external distribution;
- Organize, coordinate and participate in project steering committee meetings, high level technical meetings; workshops; public, private and producer partnership forums (value chain actors, implementing partners) to address key value chain issues and deliver or/and ensure delivering of technical information about related activities at the national and sub-national levels;
- Organizes and facilitates discussions on agribusiness investment-related policy issues involving representatives of the private and public sector, with a view to reach consensus on improved policies;
- Assist with development of SOW for short term technical assistance (STTA), supervision of consultants and quality assurance of products of STTA;
- Coordinate capacity development activities in the areas of organizational development, in agribusiness, value chain and market systems, including development of training modules;
- Provide technical support to Ministries of Agriculture at national and sub-national levels, cooperatives and local institutions;
- Develop programming to support market-based SME development and establish linkages with business development opportunities
- Facilitate the development of an M&E framework and tools to ensure the measurement at output, outcome and impact indicators related to the project;

- Monitor progress, measure results, collect any evidence and means of verification through desk research, interviews, and questionnaires and produce reports required to assess project outcomes and impact;
- Share and collect information at the national and sub-national levels and obtain support for related activities;
- Keep abreast with developments at the national and sub-national levels of related activities;
- Undertake any other tasks and leads in support of efficient implementation in consultation with the Project Coordinator;
- Ensure that all activities are strategically designed and efficiently implemented as per work plan under the direct guidance of the Project Coordinator;
- Support processes of integrating value chain related investments into medium-term investment plans and medium-term expenditure frameworks;
- Represent the PIU to the LACF investment committee and give guidance for informed business decisions during the review of various business proposals;
- Develop suitable agribusiness financing models that also address climate related risks;
- Consolidate the outcome of the above tasks and prepare development of strategies and action plans for agriculture commercialization in the selected provinces.

Technical Competencies:

At least 10 years of project management experience with ability to steward large, complex and multi-dimensional projects with proven ability to lead, advocate, and manage in multi-stakeholder contexts.

1. Ability to engage, facilitate and coordinate with state and non-state actors;
2. Understanding of business environment and public and private institutions relating to SMEs and agricultural development;
3. Demonstrated knowledge of challenges of agriculture SMEs in Liberia;
4. Understanding of the private sector needs and expectations as well as cross cutting issues relating to climate change and social inclusion: youth and gender;
5. Experience in creating organizational capacity to facilitate training and technical assistance;
6. Excellent interpersonal skills, ability to lead and work collaboratively in teams as well as with individual colleagues to encourage sharing of knowledge to achieve organizational goals;
7. Ability to establish and maintain effective partnerships with national stakeholders and relevant government agencies and private sector.

Results-Oriented Project Management Required Skills:

- Strong problem solving and analytical skills;
- Ability to achieve delivery targets and results as outlined in the project work plans;
- Ability to identify priority activities and assignments; adjust priorities as required;
- Ability to work with accuracy under time constraints and pressure in a stressful environment; with patience, tactfulness, maintain confidentiality, take initiative and exercise good judgement;
- Ability to plan own work and use time efficiently, manage conflicting priorities and work under pressure of tight and conflicting deadlines;
- Proven leadership and strong project coordination skills.

Education Requirements:

Master Degree or equivalent in Business Administration, Rural Development, Social and Public Policy; Agricultural development, Development Economics with a specialization in Agriculture, or a closely related field with a minimum of 8 years of experience in Project Design, Project Administration, SME Development, Rural Development or related field.

OR

Bachelor's degree in Business Administration, Rural Development, Social and Public Policy or related field with minimum of 12 years of experience in Project Design, Project Administration, SME Development, Rural Development or related field.

Experience

- A minimum of ten (10) years of relevant experience related to agriculture and rural development, preferably related to agricultural enterprise development.
- Demonstrable successful experience in farmer mobilization and linking small holder farmers to substantive markets in West Africa, especially in Liberia.
- Practical experience in farming in Liberia is a strong advantage
- Relevant experience in conducting agricultural/rural sector/subsector analytical studies, and/or in planning, design, supervision of agricultural and rural investment operations, including elaboration of agribusiness investment feasibility studies/food chain analyses/agricultural market studies in developing countries
- Experience with international development market-oriented programs is desirable.
- Knowledge and experience in working with farmers groups in Liberia