



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

Ministry of Agriculture

Credit No: 160945



Consulting Services: RECRUITMENT OF AN INDIVIDUAL CONSULTANT FOR THE POST OF AGRONOMIST FOR THE SMALLHOLDER AGRICULTURE TRANSFORMATION AND AGRIBUSINESS REVITALIZATION PROJECT (STAR-P)

Request for Expression of Interest (REOI)

1. The Government of Liberia has applied for financing to 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 for consulting services for **Recruiting the Services of an Agronomist for the Smallholder Agriculture Transformation and Agribusiness Revitalization Project to initially commence in Bomi, Cape Mount, Margibi, Nimba and Lofa Counties.**

2. The scope of assignment includes, but not limited to;

The overall goal of the agronomist is to train and enhance small holder farmers' capacities on good agricultural practices and response to national, regional, and international market demands. Within this context the agronomist is expected to: Train farmers on good agricultural practices and soil conservations techniques. Provide technical support in the preparation of nurseries for raising seedlings. Create linkage between farmers and potential markets by holding demonstration field days. To conduct continuous monitoring and evaluation of the effectiveness agricultural production in the region.

3. The Ministry of Agriculture now invites eligible consultants ("Consultants") to indicate their interest in providing the services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the services. The shortlisting criteria are at least a master's degree in agronomy or agriculture. At least 5 years of working experience and qualification with background on farm production practices and related activities. Excellent research and analytical skills, as demonstrated through a track record of qualitative and quantitative research. Experience in nursery establishment and management including facility installation and maintenance. Demonstrated experience in farmer training, curriculum and training materials development, especially in rice, oil palm and horticulture production.

4. The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants] by World Bank Borrowers July 2016 and revised November 2017 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment: relationship with Borrower's staff: Consultants (including their experts and other personnel, and sub-

consultants) that have close business or family relationship with a professional staff of the Borrower (or of the project implementing agency, or of a recipient of a part of the loan) who are directly or indirectly involved in any part of: (i) the preparation of the TOR for the assignment (ii) the selection process for the contract, or (iii) the supervision of such contract may not be awarded a contract, unless the conflict stemming from this relationship has been resolved in a manner acceptable to the Bank throughout the selection process and the execution of the contract.

5. A Consultant will be selected in accordance with the Individual **Consultant Selection (ICS)** Method set out in the Consultant Guidelines.

All applications **MUST** be sent via email to: **recruit@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: **April 30th , 2019 by 5pm GMT**

Female candidates are highly encouraged to apply.

TERMS OF REFERENCE FOR RECRUITMENT OF AGRONOMIST FOR THE SHALLHOLDER AGRICULTURE TRANSFORMATION AND AGRIBUSINESS REVITALIZATION PROJECT (STAR-P) FOR THE MINISTRY OF AGRICULTURE

Post Title: Agronomist

Location of Post: Program Management Unit of the Ministry of Agriculture, Fendell, Montserrado County with extensive travel to project counties.

Contract Duration: 13 months contract, with 3 months' probation period, renewable based on agreed satisfactory performance targets and deliverables

Reports to: Project Coordinator

Recruitment: National Position

Background

The Government of Liberia requested the support of the World Bank to design and implement the Smallholder Agriculture Transformation and Agribusiness Revitalization Project (STAR-P). The proposed development objective is to increase agricultural productivity and promote commercialization of smallholder farmers for selected value chains in selected counties of Liberia. The project will fulfill these objectives by: (i) strengthening the productive capacities of smallholder producers; ii) facilitating input and output market linkages for smallholder producers; and (iii) supporting institutional strengthening and capacity building for a competitive commercial agriculture sector.

Project details can be found at:

<http://documents.worldbank.org/curated/en/539361545925964964/pdf/project-appraisal-document-pad-smallholder-agriculture-transformation-and-agribusiness-revitalization-project-star-p-p160945-12192018-63681026525344785.pdf>

Scope of Services

The overall goal of the agronomist is to train and enhance small holder farmers' capacities on good agricultural practices and response to national, regional, and international market demands. Within this context the agronomist is expected to:

- Train farmers on good agricultural practices and soil conservations techniques.
- Provide technical support in the preparation of nurseries for raising seedlings.
- Create linkage between farmers and potential markets by holding demonstration field days.
- To conduct continuous monitoring and evaluation of the effectiveness agricultural production in the region.

Main Responsibilities

- Review and improve a detailed work-plan on production practices for the crops targeted by the project, developed in collaboration with farmers, processors, buyers;
- Develop and/or adapt appropriate language training materials for targeted crop production. These materials should follow internationally recognized protocol/guidelines recommended;
- Propose agronomic and environmental implementation guidelines for the STAR-P
- Work with the Central Agriculture Research Institute (CARI), Africa Rice Centre, the International Institute for Tropical Agriculture and other regional research centers to

assemble or collate information on all seed varieties tested and approved previously in Liberia and facilitate the testing of new seed varieties; multiplication, adaptation testing and observation nurseries in farmers' fields during the growing period;

- Work with CARI and farmer-based organizations to prepare nurseries for raising seedlings;
- Ensure the quality and correctness of data recording performed by field agents, county focal points and key farmers/farmer group leaders based on protocol/guidelines. Analyze the data to see the progress of crop production, and provide regular update to beneficiaries, buyers, government counterparts, the project team, and other stakeholders
- Train STAR-P county staff and other relevant staff as needed;
- Participate in the development of manuals on agronomic practices in Liberia.
- Jointly participate, with the environment and social safeguard officer, in environmental assessment of project activities in collaboration with the EPA.
- Provide support to the project team on on-going discussions with the Ministry of Agriculture on promoting good cultivation practices at the sector level, including participating in technical discussions and activities pertaining to the design of MOA projects and programs and in the implementation of programs and projects in the field.
- Assist in carrying out other tasks, related to the successful implementation of STAR-P, as required by the Head of Technical Services Department, MOA

Qualification and Experience

- At least a master's degree in agronomy or agriculture
- At least 5 years of working experience and qualification with background on farm production practices and related activities.
- Excellent research and analytical skills, as demonstrated through a track record of qualitative and quantitative research
- Experience in nursery establishment and management including facility installation and maintenance
- Demonstrated experience in farmer training, curriculum and training materials development, especially in rice and horticulture production

Key Competencies

Abilities

- Ability to apply concepts in a variety of situations and experiment and improve growing methodology
- Demonstrated capacity to network and work with a wide range of stakeholders, including businesses, international organizations, business support institutions, including business associations and training entities, and government.
- 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

- Demonstrated relevant, practical understanding of private sector development especially in agriculture/ agribusiness development;
- Working knowledge and understanding of agro-industry, related markets, and value chains Familiarity with international development projects, as well as thorough knowledge of Government and private sector institutional and organizational structures and operations in general. Experience in Liberia is an added advantage.

PERFORMANCE CRITERIA

- (i) Develop and/or adapt appropriate language training materials for targeted crop production. These materials should follow internationally recognized protocol/guidelines recommended;
- (ii) Train STAR-P county staff and other relevant staff as needed;
- (iii) Participate in the development of manuals on agronomic practices in Liberia.
- (iv) Jointly participate, with the environment and social safeguard officer, in environmental assessment of project activities in collaboration with the EPA.
- (v) Work with CARI and farmer-based organizations to prepare nurseries for raising seedlings;
- (vi) Ensure the quality and correctness of data recording performed by field agents, county focal points and key farmers/farmer group leaders based on protocol/guidelines. Analyze the data to see the progress of crop production, and provide regular update to beneficiaries, buyers, government counterparts, the project team, and other stakeholders