



**Call for Expression of Interest for the recruitment of an Agriculture
Advisor in the Office of the President – The Gambia**

CEI N°38-2013

1. The West African Agricultural Productivity Programme (WAAPP) is a Programme aimed at responding to the objectives of the Agricultural Policy of the ECOWAS as defined by its constituent countries. This Programme, facilitated by the World Bank and coordinated at the regional level by CORAF/WECARD, provides a sub-regional framework on the basis of which ECOWAS countries will collaborate to implement national and regional agricultural strategies in the area of technology generation, dissemination and adoption, in country-specific priority commodity sub-sectors, which are also priority for the region.
2. The Project Development Objective is to contribute to sustained agricultural productivity increase in the participating countries' top priority commodity subsectors that are aligned with regional priorities.
3. The WAAPP is a ten year program composed of a series of overlapping horizontal and vertical Adjustable Program Lending (APLs).
4. The Government of The Gambia intends to use part of the IDA and Spanish Grants for the Coordination and Monitoring of projects within the Ministry of Agriculture, to enhance their development effectiveness.
5. The main objective of the consultancy is to provide leadership, advisory and substantial guidance for effective and efficient planning and management of projects within the Ministry of Agriculture.
6. The Executive Director of CORAF/WECARD invites qualified individuals to express their interest in providing the services described in the attached Terms of Reference.
7. Consultants interested in this call must provide a cover letter, detailed curriculum vitae justifying their capacity to implement the said services and contact details of three (3) referees.
8. Expressions of Interest should be deposited at the following address: Dr Harold ROY-MACAULEY, Executive Director of CORAF/WECARD, 7 Avenue Bourguiba, Dakar, Senegal and submitted to the following e-mail address proposals@coraf.org latest **26th July, 2013 at Midnight**.

Executive Director of CORAF/WECARD

ANNEX: Terms of reference for the Consultant

**Conseil Ouest et Centre Africain pour
la Recherche et le Développement
Agricoles**



**West and Central African Council for
Agricultural Research and
Development**

Terms of Reference Recruitment of Agriculture Advisor to the Office of the President – The Gambia

Context and Purpose

The West African Agricultural Productivity Programme (WAAPP) is a Programme aimed at responding to the objectives of the Agricultural Policy of the ECOWAS as defined by its constituent countries. This Programme, facilitated by the World Bank and coordinated at the regional level by CORAF/WECARD, provides a sub-regional framework on the basis of which ECOWAS countries will collaborate to implement national and regional agricultural strategies in the area of technology generation, dissemination and adoption, in country-specific priority commodity sub-sectors, which are also priority for the region.

The WAAPP is a ten year program composed of a series of overlapping horizontal and vertical Adjustable Program Lending (APLs). The first phase of 5 years is implemented in series. The first serie, WAAPP 1A, which involved Ghana, Mali and Senegal is already completed. These three countries have already initiated the first serie of the second phase, the second serie of the first phase WAAPP-1B, was approved by the Board on September 30, 2010, and includes Nigeria, Côte d'Ivoire and Burkina Faso. The WAAPP-1C, the third in the series, which includes Niger, Benin, Togo, Liberia, Sierra Leone and The Gambia, was approved by the Board on March 24, 2011. Preparations are on-going to start the fourth serie, which will include Guinea, Cape Verde and Mauritania.

The Government of The Gambia intends to use part of the IDA and Spanish Grant establishment for the Coordination and Monitoring of projects within the Ministry of Agriculture to enhance their development effectiveness.

Objective

The objective of the consultancy is to provide leadership, advisory and substantial guidance for effective and efficient planning and management of projects within the Ministry of Agriculture.

Mandate of the Consultant

The overall responsibility of the Agriculture Advisor will be to assist and provide technical support to the Government of the Gambia in the designing, planning, implementation and monitoring and evaluation of Agriculture Programs. Working from the Office of the President, the incumbent will provide leadership guidance to the strategic direction of project

and portfolio management, through the provision of considered and expert advice to Steering Committees and Projects Units.

His/her duties will include:

- i. Support the strategic agenda of the GOTG in relation to project and portfolio management
- ii. Formulate and recommend appropriate technical and policy approaches to achieve the objectives of the Gambia National Agricultural Investment Program (GNAIP), through effective engagements in the Agriculture Sector
- iii. Provide strategic advice and recommendations to the GOTG in relation to project and portfolio management and associated priorities in the Ministry of Agriculture
- iv. Manage and monitor partnerships in the agriculture sector in a proactive and effective manner, and maintain strong and effective working relationships with donors groups, civil society organizations, and other development agencies
- v. Build, motivate and lead a high performing project management team. Undertake personnel performance appraisal and career coaching at project levels
- vi. Engage in the agriculture sector working groups and dialogue mechanisms, and support coordination and harmonization of development efforts of development partners in the agriculture sector
- vii. Build the capacities of project teams to enhance their analytical and professional capacities in terms of decision making within project management framework, providing ad-hoc advice and technical support
- viii. Engage and promote information sharing with the donor community. Maintain and animate effective dialogue with partners and stakeholders
- ix. Provide advice to project managers in strategic planning for project coordination, implementation and reporting functions of projects, including proper planning of workflow and efficient utilization of project resources so to achieve the objectives
- x. Preparing technical and program briefings, and regular quarterly and annual reports for presidency on program and sector developments

Qualifications and Skills

- i. A relevant post graduate qualification in agricultural sciences, agribusiness, rural livelihoods or relevant discipline
- ii. Working experience for international, regional or national organizations and institutions in agriculture and management of agricultural development programs
- iii. Ten years of relevant professional experience in the practical application of economic aspects to development issues, including in the planning and implementation of development projects in agricultural and rural development in developing countries, with at least 5 years in management or advisory position. Practical experience of planning, managing and monitoring agricultural project/programs in Africa would be an advantage
- iv. Be at most 50 years old
- v. Demonstrated good knowledge and understanding of institutional and policy framework on agriculture and rural livelihoods in general in the Gambia
- vi. Capacity and experience in the analysis, management and synthesis of varied quantitative and qualitative data
- vii. Must have excellent skills in the area of strategic vision, planning, implementation, monitoring, evaluation and reporting

- viii. A good knowledge of the policy frameworks and strategies at the regional development program of Africa will be an asset
- ix. Excellent communications skills, both oral and in writing including demonstrated ability to write technical reports in English
- x. Ability to network effectively, work in teams and influence decisions. Widely networked and well-regarded within the sub-Saharan African agricultural system.
- xi. Ability to plan, manage and deliver results
- xii. Good interpersonal and management skills and the ability to work both independently and as part of a team
- xiii. Understanding of environment/climate change, gender equality and governance issues and their relevance to agricultural development
- xiv. Relevant experience in engaging with senior government officials, development partners and stakeholders
- xv. Capacity and experience in fostering knowledge sharing and learning

Duration

The consultancy will be for 24 calendar months.

Remuneration

The remuneration will be based on the CORAF/WECARD policy for paying consultants.