

CALL FOR EXPRESSIONS OF INTEREST

Recruitment of an individual consultant to develop a five-year strategic plan for the National Agriculture Research Institute (NARI)-Gambia

Call opening: September, 2, 2025

Call close: September, 16, 2025

CEI No. 12-2025

Agriculture makes up a significant proportion of the Gambia's economy, comprising 25% of its GDP. About 75% of workers in the Gambia are employed within the agricultural industry. Though agriculture is a major part of the Gambia's economy, food insecurity is still an issue for the population. As a result, Gambian farmers have faced an inexorable pressure to intensify their production. Intensification of agriculture production requires adoption of good agriculture practices and use of agricultural inputs such as improved seeds, fertilizers, etc.

The Government of Gambia with the support of the World Bank is implementing a 5 years project entitled "Gambia Inclusive and Resilient Agricultural Value Chain Development Project (GIRAV)". Under this initiative, CORAF is supporting the Ministry of Agriculture of Gambia to foster establishment of Innovative scaling framework for Agri-input Technologies and Innovations in Gambia to insure sustainable scaling and adoption of best-bet agriculture technologies and innovations. Much effort is devoted under the GIRAV to building the capacity of national stakeholders and local organizations to support the unlocking the Gambian's agriculture potential for poverty alleviation and food and nutrition security. Capacity building of the National Agriculture Research Institute (NARI) by the GIRAV project, will allow the institution to efficiently provide technical solutions to the problems of producers and inform policy makers on options to increase agricultural production and productivity. Therefore, the development of the strategic plan of Gambia National Agriculture Research Institute target value chains is a prerequisite that will provide a roadmap for achieving its goals, ensuring efficient resource allocation, and fostering innovation. It helps align research efforts with the institution's overall mission and vision, making it more effective in its pursuits and better equipped to adapt to a changing environment.

The objective of this consultation is to recruit an individual consultant to develop a strategic plan for NARI. The tasks to be carried out as well as other information relating to the conduct of the mission are detailed in the terms of reference below.

The CORAF Executive Director therefore invites interested candidates ("Individual Consultants") with the required profile as indicated in the terms of reference to express their interest.

Interested candidates must provide a notice of expression of interest and an updated CV with references highlighting the performance and experience of similar services.

Candidates are advised that the provisions of paragraph 3.14 of the “Public Procurement Regulations for Investment Project Finance Borrowers” of July 2016, revised in November 2017 and August 2018 (the “Regulations”) World Bank rules on conflicts of interest will apply.

Candidates will be selected based on the consultant’s qualifications contained in the CORAF manual of administrative, financial and accounting procedures.

Interested candidates can obtain additional information from the CORAF Executive Secretariat by e-mail on working days at: c.sobgui@coraf.org with copy: procurement@coraf.org.

Consultants interested in this call must submit a letter of interest outlining performance and experience from similar contracts and a detailed CV with diplomas and work certificates to the following email address: procurement@coraf.org no later than **September, 16, 2025 at 5:00 PM GMT**.

Dr Moumini SAVADOGO
Executive Director

Terms of References

Recruitment of an individual consultant to develop a five-year strategic plan for the National Agriculture Research Institute (NARI)- Gambia

Introduction:

Gambia Inclusive and Resilient Agricultural Value Chain Development Project (GIRAV) is a project implemented by the Government of the Republic of The Gambia with the support of the World Bank. The development objective of GIRAV is to promote the development of inclusive, resilient, and competitive agricultural value chains, focusing on smallholder farmers and agribusinesses in project target areas.

Specifically, the Project is focusing on: (i) Improving the business environment for commercial agriculture development; (ii) Building a productive and climate-resilient agri-food system; (iii) Mobilizing productive private investments along the value chains; (iv) Project coordination, monitoring, and knowledge management; and (v) Contingent Emergency Response.

To this end, the project targeted the intensification of the main value chains which are: (i) rice (substituting for increasing imports); (ii) horticulture (vegetables and mangoes for urban centers and export); (iii) cashews (for domestic processing and export); and (iv) poultry (for urban centers), in conjunction with maize for feed. These value chains have high development potential (market opportunities and productivity gains) that can be realized in the short to medium term. The project will operate in five agricultural regions—West Coast (Brikama), North Bank (Kerewan), Lower River (Mansa Konko), Central River (Janjanbureh), and Upper River (Basse)—and two municipalities (Banjul and Kanifing), which together comprise 35 of 43 national districts.

The Government of Gambia and CORAF have signed an agreement to support the implementation of the GIRAV. The support involved strengthening institutional capacities for agricultural research and development and adaptation to climate change at the national level. CORAF was therefore asked to facilitate: (i) the extension to Gambia of CORAF's technical networks on strengthening regional cooperation and sharing experiences, communication, knowledge management and training; (ii) Support the upgrading of The Gambia's national research system; (iii) Facilitate the update of The Gambia's national extension system; (iv) Develop and support the implementation of an action plan for CSA practices; (v) the development and implementation of annual communication action plans based on the regional communication strategy, including the networking of knowledge management, information and communication systems to accelerate the sharing of technologies, tools and best agricultural practices; (vi) Support the consolidation of gender mainstreaming in agriculture based on the strategy prepared by CORAF.

These Terms of Reference are proposed for the recruitment of an individual consultant to address points (ii) of the above paragraph in general and to support the development of a five (5) year strategic plan of National Agriculture Research Institute of Gambia. This one is very

important for achieving Gambian's agriculture full potential for sustainable food and nutrition security of the country.

The National Agricultural Research Institute (NARI) is The Gambia's main agricultural R&D agency; the institute falls under the Ministry of Agriculture, Livestock and Food Security and conducts crop, livestock, forestry, fisheries, and natural resources research. Plant breeding activities in Gambia have mostly been conducted by the National Agricultural Research Institute (NARI) which is the sole institution in the country with a mandate to do crop research. The majority of the varieties used in the country are old improved varieties or traditional varieties. The breeding approach used relies mostly on introduction of new germplasm from International Agricultural Research Centers (such as WARDA, IITA, IRRI, CIMMYT, ICRISAT, AFRICARICE and others), neighbouring countries like Senegal in evaluating their local adaptation to farmers' conditions in the country. The main results of the NARI capacity needs allow to summarize its challenges in terms of: (1) Institutional development; (2) Resources development (3) Research units and support services organization and development; (4) IT systems and M&E and knowledge management.

Pursuant to the highlighted brief above, CORAF and the Government of The Gambia with support from World Bank are seeking the services of an experienced consultant to support the NARI in the development of a five-year strategic plan that will help to reposition the National Agriculture Research Institute for efficient delivery of its responsibility in developing the Gambia agriculture.

Objective:

The main objective of this consultation is to support the NARI in the development of a five (5) year strategic plan that will guide the Ministry of Agriculture, Livestock and Food Security and the NARI in the discharge of their responsibility to unlock Gambia's agriculture potential.

The specific objectives are:

- Facilitate discussion over the vision and mission to inform the new strategic plan.
- Undertake stakeholder mapping and analysis in order to identify strategies that NARI should adopt in order to enhance its ability to fulfill its mandate.
- Analyze NARI's institutional capacity, organizational set-up, financial and administrative systems against its strategic objectives and key result areas.
- Propose strategies for achieving NARI's strategic goals, objectives and key result areas.
- Through a consultative process and application of an appropriate tool of analysis, identify/select the final focus areas and develop strategic objectives and key result areas with timelines/targets and budgets.
- Develop a Results and Resources Framework for the tenure of NARI's Strategic Plan accompanied with a budget for implementation.
- Propose monitoring and evaluation strategies and mechanisms to ensure the effective implementation of the Strategic Plan.
- Prepare Annual Action Plans for the tenure of NARI's Strategic Plan to include, inter alia, objectives, activities, resource mobilization, key result areas and outcomes.

- In collaboration with NARI, hold stakeholder meeting(s) to validate the draft Strategic Plan.
- Incorporate feedback from stakeholders' consultations to finalize the Strategic Plan and submit it to NARI.

Scope of work:

The methodology will consist of document review of the NARI capacity need report and other relevant documents, interviews, analysis and synthesis presented in preliminary report, workshop facilitation and strategic plan drafting. This will be followed by a well-planned set of interviews with all key stakeholders and by synthesizing the results in an intermediate report format. Once the assessment process has been completed, the consultant will plan and facilitate a workshop with Board members, staff and other key stakeholders with the aim of prioritizing the strategic directions for 2025 to 2030. Throughout the process, the consultant will work in close collaboration with the CORAF and in consultation with the management of NARI to ensure the strategic plan is aligned with national standards. This will be followed by a validation workshop of the draft strategic plan.

Expected deliverables:

The consultant will be expected to deliver the following outputs:

- An Inception Report.
- Draft situation analysis.
- Draft Strategic Plan.
- Final Strategic Plan with an estimated budget incorporating suggestions and recommendations from the validation workshop(s).
- Time Span

Time Span:

The assignment is expected to take a maximum of 25 man-days and to be completed within three months (90 days) from the date of the award of the contract.

Qualifications of consultants:

Education:

- Master or PhD in agronomy, variety selection, agro-economy, Master's degree in Public Administration, Public Management, Business Administration and/or Development Studies or any related fields.

Experiences:

- Have a good knowledge of the National Agricultural Research Systems (NARS) in sub-Saharan Africa.
- Knowledge of agricultural research and development in West and Central Africa within the overall global development context.

- Must be results oriented, a team player, exhibiting high level of enthusiasm, tacit, diplomacy and integrity; skills in facilitation of stakeholder engagements and/or workshops.
- A minimum of five (5) years' experience in conducting organizational capacity needs assessments, experience with self-assessment processes will be an advantage.
- Evidence of having undertaken similar assignments; and experience in research, policy development, management and program-related work.
- Good command of English.
- Assess many and varied research innovations/technologies in the sub region and recommend to NARI and DoA for possible testing and scale-up in the agriculture research land scape.

Application procedure:

Consultants interested in this call must submit a letter of interest outlining performance and experience from similar contracts and a detailed CV with diplomas and work certificates to the following email address: procurement@coraf.org no later than **September, 16, 2025 at 5:00 PM GMT.**

CORRUPTION, CONFLICTS OF INTEREST, SEXUAL EXPLOITATION, ABUSE AND HARASSMENT

Fraud, corruption: bidders, suppliers, contractors and their subcontractors must observe the strictest rules of ethical conduct when signing and performing contracts. In particular, they must avoid any act of corruption and any fraudulent, collusive, coercive or obstructive maneuvers with the aim of granting or obtaining a contract awarded by CORAF. Any deviant behavior will be subject to appropriate sanctions (cancellation of the contract, exclusion from future contracts awarded by CORAF, dismissal of CORAF staff guilty of these acts.

Conflicts of interest: CORAF rules require that any company participating in a procurement procedure is not in a situation of conflict of interest. Two scenarios can be considered:

- ***The company provides goods, works or services (other than consulting services) which follow or are directly related to the consulting services for the preparation or performance of a project which it has provided or which its affiliated company has provided;***
- ***The company (including its staff) has a close business or family relationship with a CORAF staff member: i) who is directly or indirectly involved in the preparation of the bidding documents or contract specifications, and/or in the evaluation process for said contract; or (ii) who could be involved in the performance or supervision of the same contract.***

The term "***Sexual Exploitation and Abuse (SEA)***" includes the following meanings:

- ***"Sexual Exploitation" (SE), defined as abusing or attempting to abuse a state of vulnerability, differential power or trust for sexual purposes, including but not limited to profiting monetarily, socially or politically from the sexual exploitation of another person;***
- ***"Sexual Abuse" (SA), defined as any physical intrusion or threatened physical intrusion of a sexual nature, either by force or under unequal conditions or by coercion;***
- ***"Sexual Harassment" (SH) is defined as any unwelcome sexual advance, request for sexual favors or other verbal or physical behavior with a sexual connotation by Contractor staff towards other Contractor staff. or the Client;***

Any company that proves to be in a situation of conflict of interest or of sexual exploitation, abuse or harassment will not be granted a contract from CORAF.

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