



**Government of Sierra Leone
Ministry of Agriculture and Forestry**

**Recruitment of Project Management Staff - Sierra Leone
Regional Rice Value Chain Development Project funded by IsDB**

The Ministry of Agriculture and Forestry is implementing the Regional Rice Value Chain Program (RRVCP) funded by the Islamic Development Bank (IsDB). This project is part of a Regional Rice Value Chain Program (RRVCP) for which there are 10 beneficiary countries. The five year program was announced by the President of IsDB at the 43rd Annual Meeting of the Board of Governors at Tunis in April 2018. The first set of five countries to benefit from this regional rice development project include The Gambia, Guinea, Niger, Senegal and Sierra Leone. In the case Sierra Leone, the target is 25,000 households (or 125,000 beneficiaries, taking an average of 5members per household). About 25,000 ha is targeted to be brought under improved production system in two identified high potential projects locations; Torma Bum in the South and Mange Bureh in the North.

The overall goal of the program is to contribute to the countries ambitions of becoming self-sufficient in rice given that most are currently importing significant amounts and at high costs. The National Rice Self Sufficiency Plan of the GOSL aims at reversing this situation by 2029. Achieving this goal requires supporting smallholder farmers that dominate the rice production systems in the target countries. It is within this context that this specific Sierra Leone country project aims at improving the production and commercialization of the smallholder rice sector in the country. This is critical to the national self-sufficiency and import substitution goal of the country. Value chain approach is the main delivery mechanism of the regional program and its specific country projects.

The following roles are currently being recruited for the above project:

- A. Irrigation Engineer
- B. Agriculture Extension Officer
- C. Gender & Youth Officer
- D. Agribusiness Development Officer

For all information on how to apply and to view the job descriptions, please visit the MAF website <http://www.maf.gov.sl>

For submissions, please send your CV and Cover Letter to recruitmentisdb@gmail.com.

[Please ensure role title is in the subject of the email.](#)

[Women are strongly encouraged to apply.](#)

For all inquiries, please send an email to: jajalloh@yahoo.co.uk
Shalpha33@hotmail.com
Mksandy007@yahoo.com
Marionsuma1985@yahoo.com

Deadline for all submissions is COB Monday 28th September 2020.



Government of Sierra Leone
Ministry of Agriculture and Forestry

**TORs FOR THE SL REGIONAL RICE VALUE CHAIN
DEVELOPMENT PROJECT (SLRVDP) – IsDB**

THIRD PHASE RECRUITMENT

August 2020

Terms of Reference

Under the direct supervision of the project Coordinator and within the framework of projects appraisal reports and loan agreements, the officers are responsible for the day-to-day field implementation of their respective units in the SLRVCDP. This includes the appropriate management of the project resources and ensuring that project targets are met in timely manner.

A. Irrigation Engineer

- Design, construction, installation and operation management of irrigation, drainage network systems.
- Supervise irrigation drainage structural work during project implementation
- Conduct pre-tender site visit, prepare the minute of site visit, technical clarifications and preparation of tender documents.
- Supervise and monitor the irrigation activities and take the corrective action.
- Monitor the projects progress as per the submitted program by the contractor to take appropriate action to catch the delay.
- Prepare the update and prepare/generate reports on progress of work in coordination with Agric Engineering Division of MAF.
- Supervise the preparation of sites, designs and drawings, technical specifications, BOQs, etc.
- Supervise irrigation technicians that will be working for the project
- Preparing estimates and quotations
- Any other assignment that may be assigned by the Project Coordinator

Requirement: A Degree in Agricultural Irrigation Engineering, or Soil & Water management engineering with at least 5 years' experience in the field of agricultural engineering. However, candidates with very sound agric irrigation engineering degrees with lesser number of years of practical field experience can be considered. A Masters' degree can be additional advantage

Candidates should not be retiring in the next five years (project life span)

WOMEN ARE PARTICULARLY ENCOURAGED TO APPLY

B. Agriculture Extension Officer

Responsibilities (TOR)

- Responsible for identification, organization and training of farmers supported by the project
- Participate in the distribution of agricultural inputs to farmers receiving support from the project
- Ensure the distribution and implementation of policies and guidelines regarding agricultural extension services and other topics;
- Represent the Ministry and Extension Division Directorate in different technical forums when required;
- Collaborate with relevant institutions on research technology generation and dissemination;
- Responsible for mainstreaming cross-cutting issues in Agricultural Research, extension and farmer operations such as gender issues, youth employment, farmer health (HIV/AIDS, Malaria etc.) and a sustainable matter;
- Develop and coordinate agricultural information and communication activities as well as promoting a public relations strategy and programme for the project;
- Coordinate the agricultural extension service to Cooperatives and Farmers Organization on technical and cross-cutting training for the farmers;
- Perform any other duties within the scope and intent of the job as may be assigned from time to time.

Requirements: A degree in Agric Extension and Rural Sociology with at least 5 years' experience in the field of agric extension, Community development with either the Ministry of Agriculture and Forestry or any reputable NGO and private sector organizations operating in the country. However, candidates with very sound agric extension/agric general degrees with lesser number of years of practical field experience can be considered. Masters' Degree in Agric Extension and Rural Sociology will be added advantage

Candidates should not be retiring in the next five years (project life span)

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C. Gender & Youth in Agriculture Officer

Under the direct supervision of the Project Coordinator the Gender and Youth Officer will be responsible for the mainstreaming of gender and youth in the various components of the project.

Key results expected / major functional activities

While working in close cooperation with programme staff, the Gender and youth officer shall perform the following tasks:

- Monitor the implementation of the Gender, Youth and People with Different Disabilities (PWDAs) action plans;
- Monitor and evaluate social inclusion aspects, including the participation of women and youth in all aspects of the programme development, implementation and follow-up;
- Review all MoAs/Contracts/ToRs to ensure inclusion of gender and youth targeting indicators and information;
- Ensure that all surveys and studies include a focus on gender, youth and targeting;
- Maintain keen attention to youth targets set in the programme document in programme planning, implementation and reviews, including in the review of the programme logframe;
- In collaboration with programme teams and consultants, support the development of training materials and facilitation of youth trainings;
- Support the implementation of the youth action plan including budgeting in all programme components for youth activities
- In collaboration with the Communications Officer, support in the development of youth sensitive Information Communication and Education (IEC) materials and advocacy initiatives for the various programme components;

Requirements: A Degree in Agricultural Economics, Agriculture, Development Studies and other related fields. At least five years' experience in Agricultural Development Programmes is desirable, two of which should be with donor supported projects. Advance Degree in Agricultural Economics, Economics, Agriculture, Development Studies and other related fields will be added advantage.

Candidates should not be retiring in the next five years (project life span)

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D. Agribusiness Development Officer

Under the direct supervision of the Project Coordinator the Agribusiness Development Officer will be responsible for the identification and the implementation of activities pertaining to agricultural and agribusiness development activities. S/he will work with smallholder farmers and FBOS and address the linkages between production and marketing for the agricultural value chains supported by the project.

Responsibilities (TOR)

- Spearhead the promotion of both the commercialization of smallholders along the Agric Value Chain and the facilitation of large-scale private investments
- Promote synergy between the smallholders and the large-scale investments
- Promote agribusiness experience-sharing visits and/or exchanges within and outside the country;
- Spearhead the development of agribusiness IEC packages
- Provide technical guidance on all aspects of business planning and implementation of the target farmer cooperatives e.g., business plan preparation, business model appraisal, business planning and implementation activities pertaining to the support of agricultural production, processing and marketing focusing on the farmer cooperatives;
- Ensure the participation of all target groups in the development, implementation and follow-up of activities and determine their contributions;
- Support in the preparation of the Project AWPB;
- Establish and maintain communication and networking with all stakeholders involved in implementation of the components and activities under her/his responsibility;
- Conduct periodic situation analyses relevant to the development of all the Programme activities pertaining to agriculture and agribusiness, specially regular analysis of market related activities;
- The Agribusiness officer will lead training in the field and workshops to build the business capacity of the micro and small agricultural enterprises, with particular focus on innovation, financial sustainability and access to markets.

Requirement: A Degree in Agribusiness, Financial Services or Marketing, Agric Economics with at least five years' experience in agri-business, value addition and marketing. Masters' Degree in Agribusiness Administration, Financial Services or Marketing, with at least 5 years' experience in agri-business, value addition and marketing will be added advantage.

Candidates should not be retiring in the next five years (project life span)

WOMEN ARE PARTICULARLY ENCOURAGED TO APPLY

