



Program Management Unit (PMU)

Ministry of Agriculture

P. O. BOX 10 – 9010
University of Liberia Campus, Fendell
Monsterrado, Liberia



VACANCY ANNOUNCEMENTS

Terms of Reference for Gender and Social Inclusion Officer

Brief overview of IFAD-funded activities in Liberia

The International Fund for Agricultural Development (IFAD) is a long-time trusted partner of the Government of Liberia. Prior to the civil war, IFAD invested US\$11.1 million for two completed projects with a total cost of US\$23.8 million. After a 20-year suspension, IFAD restarted its engagement in Liberia. IFAD's country strategy, ongoing and future operations aim at addressing Liberia's challenges of low agricultural productivity, high post-harvest losses, substandard road access, widespread rural poverty, recurrent food insecurity and limited access to adapted financial services.

The Results-Based Country Strategic Opportunities Programme (RB-COSOP) 2011-2015, which has now expired, was the first RB-COSOP for Liberia. It has been followed by a Country Strategy Note (2017-2019) with the following strategic objectives:

Strategic objective 1: Smallholder farmers' access to finance, inputs, skills and markets is improved.

Strategic objective 2: Smallholders' organizational capacities and access to Ministry of Agriculture (MoA) extension services are improved.

A new Country Strategic Opportunities Programme (RB-COSOP) will be developed during 2019. Currently, IFAD's portfolio in Liberia includes 2 ongoing projects:

The Rural Community Finance Project (RCFP). The project includes an IFAD loan of US\$ 5.5 million and a grant of US\$ 0.5 million and will improve access to rural financial services on a sustainable basis, enabling the development of the rural sector. It incorporates lessons-learned on financial inclusion from Sierra Leone, where the IFAD-financed RFCIP helped establish a large network of Rural Financial Institutions, including both Financial Services Associations and Community Banks. The project will start implementation in the first quarter of 2019.

The Tree Crops Extension Project (TCEP). TCEP includes an IFAD loan of US\$ 13 million and an Adaptation for Smallholder Agriculture Programme (ASAP) grant of US\$ 4.5 million. The project will work towards developing a viable and sustainable smallholder cocoa and coffee sub-sector in Liberia's main producing belt.

The TCEP will intervene in Nimba County, in at least 8 statutory districts. Its duration will be 6 years. The TCEP will adopt a value chain approach to link cocoa farmers, organized at grassroots level in traditional community-based labor groups and Farmers Field Schools (FFS), to markets and services through cooperatives and Private Sector Partners (PSPs). Additional financing of USD 23.8 million provided as part of the TCEP-II has been approved by IFAD's Executive Board in December 2018 and awaits signing and ratification. The TCEP-II financing will be prioritized in Lofa County with the possibility to include areas in other counties with comparable socio-economic and agronomic conditions.

Country Programme Approach

The MoA is the implementing Agency for this and all IFAD funded projects in Liberia through a dedicated Programme Implementation Unit (PIU). It is thought that a single Programme Management Unit with the required additional thematic expertise in the team depending on the projects within the programme would be cost effective, while facilitating cross learning and knowledge management and building synergies between projects. The below vacancy is positioned within the PIU and will be working on the TCEP/TCEP-II project.

Post Title: Gender and Social Inclusion Officer

**Reports to: Project Coordinator, IFAD-PIU Projects
Programme Management Unit (PMU)
Ministry of Agriculture**

Primary Location: Monrovia

Start Date: 1 May, 2019

Contract Period: One (1) year renewable

Key results expected / major functional activities include:

Specifically, the Gender and Social Inclusion Officer will:

- Provide strategic and day-to-day guidance to projects to integrate gender equality and social inclusion¹ as cross-cutting themes throughout the project cycle (planning, implementation, monitoring and learning) across the country programme;
- Develop and implement a capacity strengthening programme for staff and partners on gender and social inclusion, and gender transformative and integrated approaches;
- Work in close coordination with and support technical staff to ensure that each Project's targeting strategy is implemented as outlined in design and responds to emerging needs;

¹ Social inclusion in this context is defined as the integration of adequate measures for consultation and participation in relevant Project activities across the Project cycle, and effectively targeting relevant social groups, (men, women and youth of different socio-economic groups).

- Ensure that all surveys and studies include a focus on gender, youth across relevant socio-economic strata;
- Support monitoring and evaluation efforts to gather disaggregated data for beneficiaries of different socio-economic groups, gender and age. Ensure that data summaries are used to inform project strategies;
- Ensure that project level AWPBs reflect the relevant Project's targeting and social inclusion strategy;
- Review all MOUs/Contracts/TORs to ensure that issues related to gender, youth and targeting are adequately integrated, including indicators and information, informed by the COSOP, together with the relevant Project's Log frame and project design document;
- Lead the production and exchange of knowledge on an on-going basis and ensure adequate documentation both at the project and programme level;
- Liaise with Human Resources unit of the Country Programme to ensure that related policies are gender sensitive and reflect commitments assumed in terms of broader social inclusion (human resource policies, integration of social inclusion responsibilities in all Job Descriptions and staff performance appraisals);

Perform other related duties as may be requested by the Programme Manager. **Competencies:**

- **Strategic thinking, capacity to manage and support and mentor others.**
- **Demonstrated Leadership:** Lead by example, take initiative.
- **Learning, sharing knowledge and innovating:** Challenges, innovates and contributes to a learning culture.
- **Focusing on clients:** Contribute to a client/beneficiary-focused culture in programme management.
- **Problem solving and decision making:** Identified and solves problems related to gender mainstreaming and social inclusion and makes decisions that have wider corporate impact.
- **Resource management:** Uses time and project resources efficiently towards results.
- **Team work:** Fosters a cohesive team environment and work; able to foster and build team spirit, focus and engagement at all levels.
- **Communicating and negotiating:** Acquires and uses a wide range of communication styles and skills, as appropriate.
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally to effectively promote social inclusion and gender mainstreaming.

Technical/Functional competencies:

- **Effective Negotiator and Communicator** with proven ability to build and nurture contacts among mainstream media. Ability to work effectively with others to meet mutual goals; build networks, listen and communicate effectively to engage others.
- **Innovative Performer** able to generate innovative solutions, assess risk, make decisions and accept consequences.
- **Leader** able to combine strong management, organizational and leadership skills with insight, seeking continual improvement and collaborative engagement within the team; able to achieve results through motivating people and influencing partners.
- **Planner/organizer** able to meet tight deadlines in a high-pressure and high-energy environment; flexible and able to multi-task.
- Strong analytical skills.

Qualifications and experience:

- Bachelors degree (Master's is an added advantage) in Sociology, Gender Studies, Rural Development, Agricultural Economics or other Social Sciences with a focus on gender or social inclusion.

- Strong familiarity with agriculture, food systems, food security and rural development and their relationship with gender equality, women's empowerment and youth of different socio-economic categories;
- At least 5 years of relevant professional experience in gender mainstreaming and promotion of gender equality, women's empowerment and working with youth in rural development interventions;
- Experience in linking practical field learning and policy analysis / development;
- Experience in the design, implementation, supervision and performance monitoring and evaluation of socially inclusive development interventions in agriculture / rural context;
- Demonstrated experience in managing / effectively working with multidisciplinary teams, governments and international development partners;

Languages and other skills

- Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations and group interactions.

All Interested and qualified applicants should address their applications including letter of interest along with Curriculum Vitae and copies of relevant Diplomas/Certificate to the below **address via email**. **Kindly indicate in the email subject, the Title of the position you are applying for**.

Recruitment Team

IFAD Projects PIU
Programme Management Unit
Ministry of Agriculture
Email: recruit@moa.gov.lr

Deadline for submission of Applications: Friday April 4, 2019 at 5PM GMT

Visit the www.moa.gov.lr/careers_opportunities/vacancies OR www.emansion.gov.lr/careers_opportunities/vacancies for details on the Term of References and submission of your applications.

Female candidates are highly encouraged to apply.