



TERMS OF REFERENCE (TOR) FOR THE RECRUITMENT OF 3 CROPS TECHNICIANS FOR INTEGRATED VEGETABLE SITES

Country	Liberia
Project	Building Climate Resilience in Liberia's Rice and Cocoa Sectors Project (BCRP)
Position	3 Crops Technicians – (Integrated Vegetable Sites)
Reports to	Agronomist BCRP
Location	Bong, Lofa and Nimba Counties
Expected Start date	February 1, 2026
Contract Duration	One year (renewable)

Context

The Ministry of Agriculture (MOA) is implementing the Building Climate Resilience in Liberia's Rice and Cocoa Sectors Project (BCRP) with funding from the Adaptation Fund supervised by the International Fund for Agricultural Development (IFAD). The Adaptation Fund is an additional financing to the IFAD baseline projects, TCEP and TCEP-II in Nimba, Lofa and Bong Counties with the aim of building the adaptive capacities of 25,000 beneficiaries to the shocks of climate change. Cocoa, rice and vegetable production are enterprises promoted in this project. The goal of the BCRP project is that livelihoods and resilience to climate change of rural farming households in Liberia are improved. The objective of the Project is to promote agriculture as a business for enhanced incomes and reduced rural poverty.

The Project consists of the following Components:

Component 1 - Climate-proofed agricultural production and post-harvest combined with livelihood diversification: This component focuses on household/village-level interventions in climate resilient and sustainable agriculture in order to reduce the negative impacts from climate change and climate variability, as well as to contribute to agricultural and rural livelihood development through income diversification. The sub-components' goal include: *Sub-Component 1.1:* Adaptation measures to foster the resilience of cocoa and rice production and post-harvest are implemented along the cocoa value chain; and *Sub-Component 1.2:* Income-generating activities (fish farming and gardening) are promoted as livelihood diversification measures including: (1) Construction of earth dams; (2) Establishment of fish farms; and (3) Establishment of integrated vegetable gardens.

Component 2 - Climate resilient rural infrastructure: The sub-components' goals include: *Sub-Component 2.1:* Rural transportation and storage infrastructure have been rehabilitated and upgraded to withstand weather extremes. Activities under this output are: (1) Warehouse rehabilitation to withstand wetter climatic conditions; and (2) To sustain the climate-proofed investment over a longer period of time, activities will be undertaken to improve critical spots on 90 km of rural roads; and *Sub-Component 2.2:* Potable water supply increased and sanitation infrastructure-built accounting for current and future climate risks. Activities include: (1) Climate-proofed construction and rehabilitation of drinking water

supply and sanitation; and (2) Capacity building for potable water management will complement the construction and rehabilitation activities.

Component 3 - Institutional capacity development and policy engagement: This component consists of one sub-component: *Sub-Component 3.1* - Governmental capacities are strengthened for climate change adaptation: The activities will consist in: (1) Strengthening of EPA's capacities and staff on climate change adaptation; (2) Strengthening of the Meteorological Department, including capacity building through technology enhancement and training to enhance institutional capacity; and (3) Technical support.

The project is being implemented in eight (8) districts in Bong County, four (4) districts in Nimba County and three (3) districts in Lofa County over a period of six (6) years.

Under Sub-Component 1.2 provision is made for the establishment of 10,000 ha of cocoa and establishment of integrated vegetable gardens. Effective site supervision and quality assurance will depend on the timely recruitment Crops Technicians. Personnel assigned to field monitoring should possess relevant technical skills and practical experience on improved agronomic practices for cocoa and vegetables production. Preference should be given to candidates with practical field exposure rather than purely academic qualifications.

The Program Implementation Unit (PIU)

The Ministry of Agriculture is the implementing Agency for all IFAD funded projects in Liberia through a dedicated Program Implementation Unit (PIU). A single program management unit with the required thematic expertise to manage IFAD projects is deemed to be cost effective, while facilitating cross learning and knowledge management, and building synergies between projects.

The MOA intends to apply some of the project proceeds to recruit 3 Crops Technicians (for integrated vegetable sites) with particular focus on accelerating vegetables production.

The PIU now seeks to fill the vacancy with the following general competencies:

General Competencies

- **Strategic thinking and organizational development:** Personal influence.
- **Demonstrated Leadership:** Lead by example and initiate and supports change.
- **Learning, sharing knowledge and innovating:** Challenges, innovates, and contributes to a learning culture.
- **Focusing on clients:** Contribute to a client-focused culture.
- **Problem solving and decision making:** Solves complex problems and makes decisions that have wider corporate impact.
- **Managing time, resources, and information:** Coordinates wider use of time, information and/or resources.
- **Teamwork:** Fosters a cohesive team environment; 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.
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally.

Post title: Crops Technicians (3 positions: Bong – 1, Lofa – 1 and Nimba - 1)

**Report to: Agronomist
BCRP**

Primary Location: Bong, Lofa and Nimba Counties

Start date: January 1, 2026

Contract Period: One Year (renewable depending on need and funding availability)

Key results expected / major functional activities include:

Specifically, the Young Professional will:

- Conduct regular visits to smallholder vegetable farmers, assist in identifying and solving problems in their fields, explain new technological options, encourage farmers to test and compare these options with their current practices, and facilitate information exchange among farmers;
- Assist in conducting on-farm demonstration and data collection on crop productivity.
- Undertake educational activities in the form of meetings, campaigns, demonstrations, field days, training sessions and exhibitions.
- Keep abreast of current recommendations and research findings related to farm production by maintaining continuous contact with the Central Agricultural Research Institute (CARI).
- Provide feedback to the research system about farmers' challenges that require solutions.
- Motivate farmers to adopt new and improved technologies / methods of production.
- Encourage a change in mind set of traditional farmers toward improved agricultural practices.
- Promote and support the adoption of improved, high yielding vegetable varieties introduced in the counties by the project.
- Raise awareness about climate change and its effects on agriculture / production supporting farmers adaptation strategies.
- Promote and support improved vegetable value chain activities including linking farmers to markets.
- Attend all Agriculture Coordination Committee (ACC) or related meetings in the counties.
- Perform any other assignment deemed necessary by the Agronomist and/or County Agricultural Coordinator.

Expected Deliverables

- Accurate daily records of work progress, labor input, and site measurements.
- Biweekly technical progress reports submitted to the Agronomist.
- Verified site completion reports for all assigned integrated vegetable gardens
- A consolidated report covering all assigned vegetables clusters at the end of the implementation period.

Qualification and experience

- Diploma in General Agriculture or Agronomy and other closely related discipline.
- At least 2 years of relevant work experience with demonstrated direct experience supporting the implementation of field operations and crop management, pest and disease management, post-harvest handling and / or experience agricultural development projects.
- Able to take personal ownership and accountability to meet deadlines and achieve agreed-upon results and has the personal organization to do so

- Entrepreneurial mindset with excellent problem-solving skills
- Good written and oral communication skills in English is essential
- Strong interpersonal skills with proven ability to work effectively and collaboratively as a member of a multicultural team
- Commitment to mission of building the next generation of Liberia's civil service leaders and core values.

Applications

Please send a soft copy of your expression of interest along with curriculum vitae and copies of relevant diplomas / certificate by latest December 30, 2025 @ 4:00 pm to:

recruit@moa.gov.lr , Cc: akemokai@moa.gov.lr

IFAD-PIU/PMU/MOA

Ministry of Agriculture Annex, Libsuco Compound

Japan Freeway, Gardnersville, Montserrado County

Telephone: 0886985253/0775901977

The subject line should read: **EOI for Crops Technician**

QUALIFIED WOMEN ARE ENCOURAGED TO APPLY

Only pre-selected consultants will be contacted.