

Job Profile
Senior Advisor (N2)
Market Linkage Management Unit
Integrated Farm Management Component Phase II (IFMC II)

Bangladesh

Reference number: DK-04981-2018/BAN.01-W

1. Preliminary

1.1. Short background:

Denmark and Bangladesh have a strong partnership in support of agriculture. Danida has been supporting rural development in broad terms since late 1970s and with a more specific focus on agriculture since 1989. The Bangladesh Country Programme 2016-2021 has been designed in line with the Denmark-Bangladesh Country Policy and supports the implementation of Bangladesh's seventh Five-Year Plan (2016-2021).

The Country Programme consists of three thematic programmes:

1. Agricultural Growth and Employment Programme;
2. Climate Resilience and Sustainable Energy; and
3. Governance and Rights

The Thematic Programmes on Agricultural Growth and Employment aim at improving skills and empowerment of poor landless and marginal male and female farmers. The Integrated Farm Management Component Phase II (IFMC II) is one of the two Engagements under the Agricultural Growth and Employment Programme. The Department of Agricultural Extension under the Ministry of Agriculture is the implementing agency of IFMC II. The implementation of IFMC II will start in January 2019. The other Engagement is the Agriculture and Food Security Project in the Chittagong Hill Tracts Phase III implemented by UNDP.

The objective(s) of IFMC II is *Empowerment of landless and marginal male and female poor farmers*. The position is stipulated in the IFMC II under the Agricultural Growth and Employment Programme of the Bangladesh Country Programme. IFMC II and with that the position of International Team Leader cover the period from January 2019 to June 2021.

1.2. Purpose of memo:

This memo describes the main tasks involved in the position and the qualifications requested from candidates to the job.

1.3. Expected composition of the selection committee:

Applicants for the position will be selected for interview by the Danish and the national authorities. The company supporting the Danish and the national authorities in the recruitment (Mercuri Urval) will participate in the process by conducting personality tests and test interviews with the selected candidates, as well as taking part in the final interview. The final interview panel consists of the chief of operations/programme coordinator from The Danish Embassy in Dhaka, and a representative from the Department of Agriculture Extension as well as the consultant from Mercuri Urval A/S in charge of the recruitment process.

2. The Programme

2.1. The programme in short:

IFMC II has following two outcomes:

- Outcome 1 (Farmer Field School): *Landless and marginal poor farming households apply new economic, personal and social skills*
- Outcome 2 (Market Linkages): *Poor farming households and producer/marketing groups access markets.*

The Outcome 1 aims to develop skills of 134,400 (at least 50% female) participants about improved farming practices including crops, livestock and homestead agro-forestry through 2668 Farmer Field Schools during the engagements two and half years of operations.

The Outcome 2 will be implemented in 25 Upazilas (Sub-districts) of north-west Bangladesh and aims to empower poor landless and marginal male and female farmers through activities that help them into a better market position in terms of having suitable products of suitable scale and being linked up to favorable market arrangements and actors. This outcome will work with poor landless and marginal, male and female farmers, but where needed to generate scale, bigger farmers can be included.

This will focus on women, especially young women between 18 and 25 years of age. Male-female ratios are expected to be 33%-67% for trained Business Focal Persons (BFPs) and producer group leaders, and minimum 50% female producers involved in bulking or marketing schemes. The young women, as well as men, will bulk at collection points where products are sorted and graded and sold directly to wholesale buyers instead of village aggregators or shipped off to distant markets.

This outcome will focus on the following major activities:

- a) establishing producer/marketing groups
- b) intensifying homestead productions with climate adaption technologies and creative space utilization
- c) developing small enterprises run by young female farmers
- d) develop partnership between farmer groups and existing agri-business companies

The theory of change for this engagement suggests:

If IFMC II is successful (i.e. effective) in its activities of carrying out Integrated Farm Management (IFM), Farmer Field School (FFS) and Market Linkage (ML) initiatives poor landless and marginal farming household will apply new skills. This will lead to improved farming practices and increased diversification, productivity and production. This will lead to marketable surplus; with increased marketable surplus, and through bulking and grading and with better price information, producer/marketing groups will have increased access to market. All these will make farmers self-assertive and confident and will empower (economic, personal and social) poor landless and marginal male and female farmers.

2.2. Management:

The Engagement will maintain management teams at different tiers from national to the field levels. Because of different natures and implementation methodologies of the outcomes, there will be two autonomous management units, one for Outcome 1 and one for Outcome 2:

Outcome 1: FFS Management Unit:

The FFS Management Unit will facilitate, coordinate and supervise all the activities related to outcome 1 as well as liaise with EOD and other relevant stakeholders.

Outcome 2: Market Linkage Management Unit:

The Market Linkage Management Unit will facilitate, coordinate and supervise all activities related to outcome 2 as well as liaise with EOD and other relevant stakeholders. The Market Linkage Management Unit will comprise of Senior Advisor, National Advisor, Monitoring Officer and Communication & Gender Officer.

The outcome 2 activities will focus around four satellite offices. The satellite offices will be staffed with a number of Market Linkage Field Officers and two field based Private Sector Engagement Coordinator.

3. **The Position**

3.1. Title: Senior Adviser (N2).

3.2. Place of service: The Senior Adviser will be placed in Market Linkage Management Unit in the Department of Agriculture Extension (DAE) under the Ministry of Agriculture, Dhaka. The duties will comprise frequent field travels to the rural areas in the project area.

3.3. Terms of Employment:

Contract period: 1 January 2019 – 30 June 2021. The contract will be for **maximum 30 months** (from the date of joining till 30 June 2021).

The position has an attractive remuneration package reflecting family status, contribution to a pension scheme, health insurance and reimbursement of school fees. The Embassy will supply unfurnished housing free of rental charge. Free removal of household goods.

3.4. Area of responsibility/tasks:

Key work areas and responsibilities of the Senior Adviser are, but not limited to:

- Overall responsible for preparation and implementation of market linkage strategy of IFMC II
- Oversee implementation of the market linkage strategy
- Overseeing the day-to-day management of the Outcome 2
- Lead and supervise financial and human resource management and administration
- Coordinate the preparation and approval of annual work plans and budgets of the Outcome 2 for approval by the Steering Committee
- Approve work plans and budgets for the satellite offices and ensure disbursements to satellite offices
- Oversee the preparation of the monitoring and evaluation plan for the Outcome 2
- Prepare annual progress reports and short issue-oriented reports as required for discussion of specific issues for the Steering Committee and the Danish Embassy
- Coordinate with FFS Management Unit and arrange quarterly coordination meetings
- Be responsible to the Embassy of Denmark for proper utilization and management of financial and material resources provided by Danida for implementation of the Outcome 2 activities
- Identify technical assistance needs for Outcome 2 implementation. This would include the drafting of TOR, as well as contracting and supervising international and national short-term consultants

- Ensure annual assessment of all Outcome 2 staff
- Maintain contact to other projects within and outside DAE relevant to Outcome 2 activities in order to explore possibilities for coordination and harmonisation of strategies and procedures
- Maintain contact and coordination with other projects under agriculture thematic programmes
- Ensure that social development, gender, human rights and climate change issues are effectively monitored, evaluated and reported

4. **Requirements profile/qualifications**

Key competences

Requirements and expectations concerning the candidates' formal qualifications:

- Education at university level (Masters) in Agribusiness, Management, Development Economics or a closely related field
- Extensive experience in programme management including organisational, human resource and financial management is a must
- Experience in developing market linkage strategies for development projects
- Working experience with government institutions in developing countries
- Capacity to manage and facilitate work possesses in a complex environment
- Experience of working with Danida, as well as experience of working in Bangladesh will be considered as an advantage
- Fluency in spoken and written English is necessary
- Knowledge of Bangla will be an advantage

Requirements and expectations concerning the personal qualifications of the candidates:

- Action-oriented and committed to results
- Openness towards and understanding of different cultures and capacity to work in different cultural settings
- Proactive and flexible attitude, adaptability and social sensitivity with respect for other cultures
- Capacity to manage and facilitate work processes involving actors at different levels

5. **Recruitment Procedures**

5.1 How do you apply:

Information about the mandatory application procedure can be found at: www.danidajob.um.dk. Reference number DK-04981-2018/BAN.01-W should be stated in the application.

5.2 Deadline for applications: 14 August 2018 at 12 noon (CEST).

5.3 Preliminary interviews and personal evaluation: 27-29 August 2018. Mercuri Urval will conduct a personal evaluation of selected candidates.

5.4 Language test: The Ministry of Foreign Affairs has decided that all candidates called in for interview - except for those to whom the relevant language is mother tongue - shall be language tested in Denmark in the working languages of the duty station (i.e. English).

5.5 Presentation to the appointments committee: 6 September 2018.

5.6 Decision: A decision is expected 6 September 2018 or shortly thereafter.

5.7 Expected commencement: 1 November or soon thereafter.