

Terms of Reference (TOR)

Agro-enterprise Development Specialist

Background

The Smallholder Agribusiness and Resilience Project (SARP), a project jointly financed by the International Fund for Agricultural Development (IFAD) and Government of Sri Lanka, aims to build resilience and market participation of 40,000 rural households in the climate change affected districts of Anuradhapura, Vavuniya, Matale, Mannar, Puttalam and Kurunegala. This is pursued through capacity building for climate resilience and inclusive value chains, combined with investments for climate resilience and inclusive value chains including last mile infrastructure. The lead programme agency is the Ministry of Agriculture, which would be establish a dedicated project management unit (PMU) at central level and two regional hubs the implementation of SARP.

Scope of Work

Under the overall guidance of the Project Director the Agro-enterprise Development Specialist will:

- Together with Value Chain Specialist, identify viable value chains including those with potential for scaling- up for investments for inclusion of small farmers organised into business-oriented Farmer Producer Organizations (FPO) across all six districts.
- Prepare guidelines for the implementation of micro-enterprises related to farm enterprise diversification.
- Participate in planning exercises, contributing to the planning process on issues related to socio-economic aspects with special focus on livelihood development and market appraisals.
- Identify suitable income generating (IG) opportunities for women-led groups and youth.
- Prepare feasibility studies where and when required for the development of income generating activities.
- Together with Value Chain Specialist, identify and prepare feasibility studies for critical market infrastructure needs across all six project districts.
- Identify and strengthen backward and forward linkages with individual producers, entrepreneurs and private sector for improved marketing, procurement of inputs, sub-contracting, training and extension.
- Provide leadership in carrying out needs assessments of the capacity of extension workers in enterprise development and marketing.
- Identify training needs for project beneficiaries and field staff in aspects of farm business management.
- Together with other experts in the team, apply Farmer Business School (FBS) methodology as a main instrument for reaching target individuals – including men, women, youth, and persons with disabilities- within the community.
- Together with other experts in the team, provide training to project staff, and service providers in FBS or/and customised training in organizational management and business skills development.
- Apply FBS approach to develop customised training materials in agro-enterprise development and marketing for frontline extension staff in collaboration (together with the Core Team of Trainers) and monitor the training and extension programme for extension workers and lead farmers.
- Organize and deliver a training programme for agro-enterprise promoters on data collection, compilation and analysis.
- Apply FBS / train farmers in farm business management and marketing.

- Make periodic on-site visits to the districts and sites where the project is operating to provide back up support, coach and mentor staff and gain first-hand appreciation of the achievements and challenges.
- Apply FBS methodology to design and implement simple systems of record keeping and data collection for farm enterprise diagnosis.
- Prepare monthly and quarterly monitoring of achievements, beneficiary profiles, and project status reports and activity impact assessments on an ad hoc basis when required.
- Arrange and organize inter-group visits both within and outside the project area.

Qualifications and experience:

1. A successfully completed Bachelor's Degree preferably in Agricultural economics, business management and/ or marketing or a field related to rural enterprise development or any other degree relevant to the field which is recognized by the University Grants Commission of Sri Lanka

Or

A qualification recognized by the University Grants Commission as an equivalent qualification to the Bachelor's degree in relevant field

Or

An associate membership / a similar professional qualification obtained from a recognized professional institution in relevant field

With

At least ten (10) years post qualifying experience in Managerial Level.

2. A successfully completed Bachelor's Degree preferably in Agricultural economics, business management and/ or marketing or a field related to rural enterprise development or any other relevant field which is recognized by the University Grants Commission of Sri Lanka

Or

A qualification recognized by the University Grants Commission as an equivalent qualification to the Bachelor's degree in relevant field

Or

An associate membership / a similar professional qualification obtained from a recognized professional institution in relevant field

And

A Postgraduate Degree in Agricultural economics, business management and/ or marketing or a field related to rural

enterprise development or similar field or similar professional qualification obtained from a recognized professional institution in the relevant field

With

At least eight (08) years post qualifying experience in Managerial Level

3. Class I officer of a Government All Island Services or a similar status in the relevant field

With

At least three (03) years of experience in the Class I post

Other Required Qualifications and Experiences

- Minimum of 3 years of practical experience in designing and delivering agro-enterprise development training programmes at project / or institutional level in a similar position in foreign funded projects.
- Experience and knowledge of the rules and procedures in force at the IFAD and the Government of Sri Lanka will be a plus;
- Computer-literate and well-versed in the use of MS Word, MS Excel and the Internet, and have demonstrated capability in MS Access
- Strong inter-personal skills
- Strong analytical skills
- Good oral and written communication skills in English and Sinhala, preferably in Tamil

Monthly consultancy fee: **Equivalent** to PS 3 level for Based on the Management Services Circular 01/2019

Location and period of execution

The Agro-enterprise Development Specialist will be based in Project Management Unit at Colombo with field visits as may be required.

Duration of services

Duration of service is 24 person months. Initially, the contract will be assigned for a period of twelve (12) months and its extension will be based upon performance evaluation.