

TERMS OF REFERENCE – INDIVIDUAL CONTRACTOR AGREEMENT

This vacancy is open for locally residing Pakistani nationals ONLY.

Vacancy No: ITC/ICA/08/2023

Assignment Title	Agribusiness Value Chain / SME Development Specialist (Balochistan)
Category/Grade	UNOPS – LICA 10
Requesting Division / Section	Sector and Enterprise Competitiveness Section (DECI/SEC)
Duty station	Quetta, Pakistan
Duration	Until 31 December 2023, with possibility of extension
Application period	17 March – 09 April 2023

BACKGROUND

The Growth for Rural Advancement and Sustainable Progress (GRASP) is a 66-month project that will contribute to the reduction of poverty through development of rural SMEs in selected districts within two provinces of Pakistan: Balochistan and Sindh. GRASP will focus on selected product lines within livestock and horticulture. The project activities will continue until December 2024.

GRASP takes a holistic approach to building SME competitiveness in agribusiness value chains starting from a deep understanding of markets and working back through the value chain to enable SMEs and ultimately producers to create and capture additional value. To do this, GRASP intervenes in three outputs:

- Improving the eco-system for rural SME development through building institutional capacity and improving the business environment
- Building production and quality of primary products through support to SME agribusiness service providers and business intermediary organizations in rural areas
- Increasing added-value and marketed volumes through developing value chains and supporting SMEs to improve management, increase access to finance, apply sustainable technology to add value and improve quality and reduce waste throughout the system

At the impact level, GRASP creates employment and income opportunities in rural areas of Sindh and Balochistan. Outcome and outputs of GRASP include measurable improvement in the business environment for SMEs, improved agricultural productivity in selected areas, better access for farmers to market information and agricultural services, increase in revenue and financing for selected SMEs and increased value added and adoption of environmental sustainable technology. GRASP has a very strong focus on women's economic empowerment.

GRASP has a budget of €48.5m funded by the European Union and ITC. ITC implements GRASP through three Pakistan based teams and a wide network of Pakistani and international partner organizations. This challenging project involves managing many concurrent inter-linked activities from the market to the production level and innovative tools such as matching grants.

Output 2 of GRASP focuses on (1) promote climate smart agriculture practices and technologies (2) enhance capacity of SMEs for value addition and compliance with SPS (3) strengthen ABSP capacities.

Output 3 of GRASP focuses on development of SME competitiveness. It is expected that this Output will focus on (1) support to SMEs across selected value chains to improve growth and private investment (2) improve the uptake of technologies for value addition (3) improve compliance with food safety, quality and sustainability standards (4) enhance the use of environmentally friendly technologies to improve climate resilience (5) support to improve their creditworthiness and access to finance (6) improve financing for environmentally sustainable technologies (7) strengthen inclusion in supply chains and enhance access to national and regional markets

The outputs expected from the Agribusiness Value Chain/SME Development Specialist are to:

- Contribute to the strategic direction of GRASP relating to SME development;
- Oversee, contribute to and ensure quality control of delivery of the sub-outputs relating to SME value chain development, technology adoption, value addition and market development
- Maintain relationships with key counterparts for these sub-outputs of GRASP at federal level, provincial and district level;
- Ensure smooth coordination with other outputs relating to access to finance, climate resilience, gender and quality standards/food safety as well as output 2 (Agribusiness service providing SMEs (run by Male/Female) and their Business Intermediary Organizations (BIOs) are capacitated to enhance primary production and quality) where relevant;
- Coordinate provincial activities of above outputs in coordination with the Head, Trade and Environment, Sustainable and Inclusive Value Chains, Provincial Leads and other technical specialists;

FUNCTIONS

Under the overall guidance of the Chief, Sector and Enterprise Competitiveness Section and the Project Coordinator, the Agribusiness Value Chain/SME Development Specialist supervised by Provincial Lead for Balochistan will be responsible for the following duties in relation to the Outputs 2 and 3:

Coordination of project activities

- Coordinate and contribute to the development and implementation of work plans and identify and ensure linkages and synergies across project activities and implementing partners;
- Leads in support of efficient implementation of Outputs and in consultation with the Senior Advisor (SIVC) and Project Coordinator.
- Engage regularly with counterparts including chambers of commerce, SMEs, processors, logistics, retailers, policy makers, regulators, governmental/administrative agencies/departments, experts/implementing agencies/service providers;
- Share and collect information at federal, provincial and district levels and obtain support for Output related activities;
- Contribute to the preparation of and participate in project steering committee meetings (federal and provincial levels);
- Contribute to project wide communication and outreach initiatives with the objective to ensure Outputs visibility at federal, provincial and district levels: e.g. drafting short articles, press releases, social media inputs and delivering media interviews;

Technical guidance

- Coordinate technical delivery of Outputs 2 and 3 related activities at federal, provincial and district level with project technical leads, project staff and project partners;
- Carry out and/or coordinate research/analysis/gap assessment of relevance;
- Design capacity building for support to SMEs in the field of marketing, backward linkages to farmers, value addition, technology adoption, innovation, climate resilience, business management, enterprise and product development
- Produce and/or coordinate the production of briefs/technical reports/presentations/speaking notes;
- Organize, coordinate and participate in high level/technical meetings; workshops; public private consultations to deliver or/and ensure delivering of technical information at federal, provincial and district level;
- Review quality and ensure compliance with high standards;
- Monitor progress, measure results, collect any evidence/means of verification through desk research, interviews, and questionnaires and produce reports required to assess outcomes/impacts;
- Keep abreast with developments at federal, provincial and district levels;
- Performs other duties as required.

KEY DELIVERABLE AND MONITORING / PROGRESS CONTROLS

Activities related to Outputs 2 and 3 of GRASP are strategically designed and efficiently implemented as per work plan under the direct technical guidance of the Head, Trade and Environment (SIVC) and Project Coordinator.; Key counterparts for Output 3 of GRASP at federal, provincial and district level are kept well informed ; Meticulous monitoring and reporting.

Impact of Results: Achievement of delivery targets and results as outlined in the project work plans for Outputs 2 and 3; Strong partnerships with national stakeholders and relevant government agencies and private sector; Good communication and positive image the project in Pakistan.

RECRUITMENT QUALIFICATIONS

Minimum of education and qualifications (level and fields of study)

Advanced university degree (Master's degree or equivalent) in international trade, business administration, agriculture, development studies management, economics or a related field.

A first-level university degree in the specified field of studies with two additional years of relevant work experience may be accepted in lieu of the advanced university degree.

Minimum experience (nature, length and field of experience)

A minimum of five (5) years of experience in project or programme management, preferably in international development projects.

Experience in agribusiness development, trade, and /or SME development desirable. Experience in capacity building highly desirable. Experience with EU-related projects would be an asset.

Minimum language requirement

Advanced knowledge of English. Knowledge of local languages is an asset.

Mandatory skills

- Demonstrated knowledge of challenges to agricultural/rural SME development in Pakistan
- Understanding of project result-based management and coordination;
- Knowledge of key issues facing SME development

Desirable Skills and knowledge

- Knowledge of the UN system and procedures
- Knowledge of EU-funded development projects requirements

Critical job-specific competencies

ITC core values: Professionalism, Integrity, Respect for Diversity

Professionalism: Ability to identify key strategic issues, opportunities and risks. Ability to generate and communicate broad and compelling organizational direction. Ability to communicate clearly links between the Organization's strategy and the work unit's goals. Demonstrated ability to provide innovative technical leadership by performing and/or overseeing the planning, development, and management of operation. Demonstrated ability to negotiate and apply good judgment. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.



Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

Accountability: Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

ADDITIONAL INFORMATION

For information on how to apply please click [here](#). Applicants will be contacted only if they are under serious consideration. Applications received after the deadline will not be accepted.