Food and Agriculture Organization of the United Nations

Job Posting Title: CONSULTANT – Technical Adviser – Eritrea

Terms of Reference

TITLE: Technical Advisor – Eritrea (TA)
ORGANIZATIONAL UNIT: FAO Pesticide Risk Reduction Group (AGPM)
PROJECT NAME: Prevention and Disposal of Persistent Organic Pollutants (POPs) and Obsolete Pesticides in Eritrea Phase II
LEAD IMPLEMENTING PARTNER: Ministry of Agriculture (MoA)
OTHER IMPLEMENTING PARTNERS: Ministry of Land Water and Environment
Ministry of Health
DURATION: Eleven months renewable
DUTY STATION: Asmara, Eritrea, with in-country travel and home
LANGUAGE: English

GENERAL BACKGROUND

The project is designed to eliminate stockpiles of obsolete pesticides in Eritrea and to make sustainable improvements in pesticide management in order to reduce the threats these chemicals pose to human health and the environment. Building capacity in Integrated Pest Management (IPM) approaches will help to rationalise pesticide use in the farming sector and lead to economic, environmental and health benefits.

Eritrea has a legacy of environmental degradation and public health impacts from pesticides dating from the 1950s. In 2008 FAO, with support from the Governments of Japan and the Netherlands, completed the preparation project ‘Prevention and Disposal of Obsolete Pesticides in Eritrea (inventory and CESA) Phase I’. This project identified 400 tonnes of obsolete and unknown pesticides and approximately 1 400m² of contaminated soil; 12 000 empty containers and 5 400 contaminated sprayers.

There are no suitable facilities within Eritrea for the environmentally sound disposal of Persistent Organic Pollutant (POPs) and obsolete pesticides. The project will follow the recommendations of the Scientific & Technical Advisory Panel to the GEF (STAP) and the Africa Stockpiles Programme Disposal Technologies Options Group for the destruction of POPs and other obsolete pesticides. This will mean that all obsolete pesticides (including POPs) will be shipped to a suitable High Temperature Incineration (HTI) facility. For the contaminated materials more detailed assessment and evaluation of the most appropriate environmental option, based on the risks posed to the environment and public health, will be necessary prior to implementation.

The preparation project has identified weaknesses in pest and pesticide management in Eritrea that are both wasteful of resources and damaging to human health and the environment. The excessive and inappropriate use of pesticides has resulted in a collapse in citrus production in Eritrea, for example. The consultative process recommended the institutionalisation of more ecological approaches to pest management alongside capacity building in pesticide
management. Pesticide management issues that were prioritised include the procurement of pesticides, stock management and training for end-users (primarily farmers). Draft pesticide legislation and a communications strategy were prepared.

The current initiative will build on the achievements thus far, helping to complete the process of passing the revised legislation into law; addressing weaknesses in pesticide regulation and enforcement and demonstrating the benefits of a more integrated approach to pest management through demonstrable gains in citrus production and other key crops. A strong communications component will help to raise awareness of pesticide hazards and how to address them.

The main national executing institution will be the Regulatory Services Department of the Ministry of Agriculture. The project will also work in close partnership with the Ministry of Land, Water and Environment, in particular with the focal point for the relevant conventions (Stockholm, Basel and Rotterdam) and for Strategic Approach to International Chemicals Management (SAICM). It will be important to coordinate closely with the Ministry of Health in relation to mosquito control operations and environmental health.

FAO will provide the necessary support to project execution through the provision of targeted technical guidance from the lead technical unit (LTU), in this instance the Pesticide Risk Reduction Group within the Plant Production and Protection Division (AGP). Financial management and procurement will be provided through AGP, the local FAO representation in Eritrea and the FAO procurement service.

The day-to-day implementation of the project will be led by the National Project Coordinator (NPC) from the Ministry of Agriculture and the Project Management Unit (PMU) comprising other national staff. The project is now seeking to recruit a Technical Advisor to provide project management support to the NPC and PMU, liaison between FAO and the project team, and technical support for project activities. The duties of the Technical Advisor are described below:
Technical Advisor

The project will be supported by an internationally recruited Technical Advisor (TA) who will be funded by the project. The post is full time in Eritrea for the first six months of the project after which the needs of the project and the national project team will be assessed to determine whether the position can be reduced to part time in the country. In the event that the post becomes part time in the country the incumbent will be engaged on other projects to assist with project management and reporting with similar responsibilities as those specified in this TOR.

The Technical Advisor (TA) will perform his/her duties under the overall supervision of the Technical Officer of the Pesticide Risk Reduction Group (AGPMC) with reference to the FAO Representative in Asmara, and the Project Steering Committee. The TA will be based in the FAO Representation Office and will support the National Project Coordinator (NPC) in the day to day management and coordination of all project activities.

The TA will provide support to the project for the first six months based in Eritrea. Thereafter the duty station will be assessed based on the needs of the project.

Responsibilities:

To support the NPC in the following areas.

Project Coordination:

- support the NPC to coordinate and monitor activities of all project staff;
- support the NPC for approval and development, where appropriate, of work plans and of a critical time flow analysis of technical support operations and implementation in consultation with the Project Steering Committee;
- liaise with project stakeholders and donors;
- liaise with FAO Eritrea and the Budget Holder (AGPMC) for all project financial matters and approval of expenditure;
- coordinate project implementation with other related initiatives;
- coordinate the activities and provide support to the NPC and Project Monitoring Unit (PMU);
- support the NPC to develop a training plan for project staff members;
- ensure liaison with relevant UN national and international agencies and NGOs (to be) involved in project technical support activities and prepare collaborative arrangements as required;
- ensure the timely provision of FAO inputs and drawing up of specifications and terms of reference as required (consultants, equipment, contracts, supplies etc.);
- identify and supervise specialist training suppliers;
- specify equipment and supplies related to project activities and oversee procurement managed through FAO;
- provide support for the preparation of tender documentation, contract specifications and contracts;
**Financial Management:**
- Populate and maintain the FAO Field Programme Management Information System’s Results Based financial management tool (FPMIS RBM) with budget and expenditure data together with any shadow budget/expenditure tracking tools necessary for the preparation of financial reports.
- Prepare expenditure forecasts and financial reports for the GEF and cofinancing funds on a quarterly basis.
- Prepare budget revisions for submission by AGPMC to donors and, once approved, update the budget information in FPMIS.

**Monitoring and Evaluation**
- Populate FAO’s project progress monitoring tool with baseline work-plan data and update the tool with milestone achievements every month.
- Compile GEF’s POPs tracking tools on a quarterly basis.
- Support the independent monitoring and evaluation missions.

**Reporting:**
- Within 15 days of the finish of the reporting period compile the following reports for GCP/ERI/014/GFF and GCP/ERI/017/JPN:
  a. Quarterly Project Implementation Reports (QPIM) for both projects at 31 March, 30 June, 30 September and 31 December
  b. Six monthly donor reports for GCP/ERI/017/JPN for the 6 months to 31 March and 30 September
  c. GEF project implementation review for the year to 30 June

The TA will provide the technical support for at least one of the following components:

1. **Disposal Component:**
   - Support the activities of the Pesticide Disposal Task Team;
   - support the NPC to review of progress relating to the safeguarding of obsolete pesticides; de-contamination of empty containers and old sprayers; investigation, assessment and risk reduction of contaminated sites;
   - ensure the provision of up-to-date and appropriate technical advice to project participants on available and appropriate methods for undertaking inventories, safeguarding stocks and treatment or destruction of obsolete pesticides and other contaminated materials solutions for soils and sites contaminated with pesticides; strategies for dealing with empty pesticide containers; and the identification, assessment and risk reduction strategies of buried pesticides/contaminated sites and resulting contamination;
   - ensure compliance and coordination of obsolete pesticide elimination with relevant international frameworks including Basel and Stockholm Conventions, IMDG and ADR transport regulations and accepted best practice in the management of hazardous waste.
   - Ensure that safeguarding operations conform to the standards and methodologies as laid out in FAO Environmental Management Toolkits volumes 1 to 4.
   - Provide training on safeguarding as appropriate

2. **IPM Component:**
   - Support the activities of the Integrated Pest Management Task Team which are:
     a. Establishing biological control for key citrus pests
     b. Developing IPM approaches for citrus
     c. Developing recommendations for the growth of the citrus industry
d. Building capacity in IPM among key stakeholders
e. Identifying opportunities for rapid and effective use of IPM approaches in key crops other than citrus
f. Establishing Farmer Field schools for key crops (developing curricula etc)
g. Coordination with Communications Task Team regarding a mass awareness campaign on pesticide risk reduction
h. Coordination with Communications Task Team regarding establishing an effective dialogue with high-level policy makers on the potential role of IPM in agriculture and pesticide management

3. **Pesticide Management Component:**
   - Support the activities of the Pesticide Management Task Team which are:
     In close coordination with the legal consultants, the pesticide management task team will be assigned the management / implementation of the following responsibilities:
     - Supporting revisions and translation of revised pesticide legislation
     - Develop and implement training programme to build capacity for implementation of new legislation
     - Operationalise FAO’s Pesticide Stock Management System (PSMS) in Eritrea
     - Regulatory staff from MoA and MoLWE trained in pesticide risk management and regulation
     - MoA staff trained in needs assessment and procurement of pesticides, stock management and equipped to provide necessary training to storekeepers
     - Establish an Empty container scheme piloted in Zoba Maekel
     - Plan developed and implemented to upgrade pesticide quality control laboratory at RSD

4. **Communications Component:**
   Support the activities of the Communications Task Team which are:
   - Refine and update the communications strategy in line with project document, and in coordination with communications activities of the Ministry of Agriculture, Ministry of Land Water and Environment and Ministry of Health, prioritizing tasks in line with available resources
   - Develop a training plan for all project components, to facilitate planning, communication and coordination.
   - Develop and test key messages and branding, and promote their use by all Task Teams
   - Oversee the implementation of the communications strategy including the development and delivery of a mass awareness campaign on pesticide risk reduction
   - Establish an effective dialogue with high-level policy makers on the potential role of IPM in agriculture and pesticide management
• ensuring information sharing with constituents, stakeholders and media.

**ESSENTIAL REQUIREMENTS:**
*Candidates should meet the following:*

- university degree in agriculture, chemistry, environmental science, communications for development or in a related subject matter;
- higher degree in related subject;
- a minimum of five years experience in field of pest management; pesticide management; the prevention of pesticide accumulation; or hazardous waste management;
- a minimum of 5 years experience in project management
- extensive knowledge of relevant activities among IGOs, NGOs, the donor community and private sector;
- experience in negotiating at senior level with governments, international organizations and other relevant organizations;
- excellent presentation skills both verbal and in writing;
- familiar with data processing and common computer software;
- knowledge or ability of understanding the FAO Pesticide Management Guidelines;
- experience in financial control, procurement and recruitment of consultants;
- fluent in English (level C).
SELECTION CRITERIA:

Candidates will be assessed against the following:

- Qualifications and proven experience in at least one of the components of the project
- Proven experience of working with FAO, UNEP and GEF.
- Proven experience of working with international and multi-donor project management.
- Proven experience of working with national governments (at all levels).
- Demonstrated successful working experience in developing countries. Experience of Eritrea is a definite advantage while experience in the region (Africa) is essential.
- Ability to lead strategic planning, results-based management, monitoring and reporting.
- Strong oral and written English communication and reporting skills.
- Proven networking, team building and organizational skills.
- Demonstrated ability to work with people of different cultural backgrounds.

Please note that all candidates should possess computer/word processing skills and should be capable of working with people of different national and cultural backgrounds.

TO APPLY: Send your application to: OPGROUP@fao.org

Applications should include:

- A letter explaining your suitability and motivation for the role of Technical Advisor to the project