



TERMS OF REFERENCE: for the selection of the Director of CPIU-IFAD

Country background

For the Republic of Moldova, agriculture remains a dominant, strategic and important sector for the country's economy which involves in the daily activity over 21% of the active population. During the recent years, the contribution of agriculture in GDP has exceeded to 22%, accounting over 43 percent from the total volume of exports, which determines the basis of economic development and one of the main directions for Government's policies.

This sector continues to be both an impulse for the economic growth and a way to reduce poverty, due to the favourable soil, climate and geographical conditions of our country.

Despite the fact that in the past decade Moldova has made a considerable progress in socio-economic and welfare development, it is still one of the poorest countries in Europe and there remain some segments of the population who still face significant disadvantages, including smallholders, women and youth.

A proactive approach, driven by the state institutions, donor community and agricultural producers and associations is needed to raise the competitiveness and outputs of the Moldovan agriculture sector in order to increase the level of incomes and quality of life in rural areas, especially among youth, women and smallholders, and therefore to prevent outmigration.

Background of the assignment

Since 2000, the Government of the Republic of Moldova (GoM) has signed eight financing agreements with IFAD. Now, the IFAD portfolio in the Republic of Moldova amounts to about 142.3 million dollars. Currently the CPIU IFAD has two ongoing projects, which are: the Rural Resilience Project RRP (IFAD VII), which started on 14th of August 2017 with deadline for completion 30th September 2023 and Talent Retention for Rural Transformation project TRTP (IFAD VIII). Both projects are a joint GoM and IFAD response to the significant challenges facing the rural areas. It also attempts to size the transformative opportunities available at this critical juncture in Moldova's story.

The Ministry of Agriculture and Food Industry (MAFI), working in partnership with IFAD is recruiting a CPIU-IFAD director to lead the implementation of all aspects of IFAD funded RRP and TRTP projects in Moldova.

Overall objectives

The overall goal of IFAD projects is to improve the well-being of Moldova's rural population and reduce poverty. The underlying project development objective is to strengthen the resilience and improve economic opportunities for the rural poor. This can

be achieved by making farms more competitive and helping agribusinesses adopt climate-smart technologies. The IFAD projects target Moldova's structural issues in agriculture, notably poverty and migration, food and nutritional security, climate vulnerability, as well as lack of competitiveness. The projects have targeting mechanisms to ensure broad inclusion in projects' activities, strengthening inclusion mechanisms to benefit more rural poor households, including vulnerable groups and woman-headed households.

Objectives of the assignment

The objective of this assignment is to select and contract a national expert for the position of CPIU-IFAD - Director, who under the direct supervision of the MAFI will be responsible for the leadership of the IFAD-funded projects and day-to-day implementation of these projects in the Republic of Moldova.

Scope of work

In the role of elaborating and executing Annual Work Plan and Budgets, the Director will oversee project management, financial management, human resources, procurement, and rural finance under the leadership of the MAFI and the IFAD Programme Steering Committee (IPSC) chaired by the Minister of the MAFI.

The CPIU-IFAD Director shall undertake the following tasks:

- Provide strategic leadership for the growth and successful implementation of the projects;
- Plan, organize and coordinate projects implementation in line with rules and regulations and provisions of the loan/grant agreements;
- Supervise the financial management of the projects;
- Elaborate and review project documents as well standard IFAD procurement and disbursement documents;
- Coordinate timely and quality preparation and compilation of the Projects Annual/Quarterly Work, budget, procurement plans, and progress and financial reports and their submission to the IPSC as appropriate and submission to IFAD for non-objections;
- Ensure timely audit of projects resources;
- Ensure the efficient management of project resources in a transparent manner;
- Supervise project disbursement, accounting and financial management and ensure eligibility of funds use in accordance with the loan/grant agreements;
- Ensure that procurement of goods, services and works is carried out according to project design and IFAD procedures;
- Lead the recruitment of project staff through a transparent and competitive selection process. Ensure efficient HR management, conduct regular performance appraisal exercise for projects staff;
- Manage the CPIU-IFAD staff to ensure efficiency, including appraising their performance annually based on annual Key Performance Indicators (KPIs) contracts;
- Support IFAD-funded projects on cross-cutting issues related to: i) harmonized technological, methodological and organizational innovations for project teams; ii) monitor and control implementation indicators; (iii) mobilize additional financial resource for co-financing; and, iv) capitalize on technical achievements to feed policy dialogue or other topics chosen and validated by IFAD and the Ministry;

- Analyse regularly the disbursement progress and propose measures to fill the gaps;
- Ensure the development and integration of cross-cutting issues in all projects and harmonization of approaches;
- Contribute to the interventions harmonization of project partners;
- Facilitate a consultation framework between CPIU-IFAD, projects and implementing partners;
- Manage the CPIU team to implement consistently its programme support functions and ensure good collaboration between the CPIU-IFAD and project technical teams;
- Maintain regular dialogue with IFAD, the MAFI and the IPSC;
- Develop partnerships with projects following the same objectives at national level or adding value to IFAD-funded projects.

The shortlisting criteria are:

Criterion	Weight
1. General qualifications:	25
<ul style="list-style-type: none"> • University degree (Bachelor's) in administration, management, business, economics, engineering, agriculture or other related fields. Master's degree in a relevant domain will be considered as an advantage; a further advantage is a PhD in a relevant domain. 	15
<ul style="list-style-type: none"> • Participation in specialized national or international training courses on project management, strategic management, programme management, development management, agriculture or rural development. 	10
2. Specific previous experience in the field for vacant position:	35
<ul style="list-style-type: none"> • At least 10 years of managerial experience in administration of agriculture and rural development of national or international organizations. 	15
<ul style="list-style-type: none"> • At least 5 years of experience in implementation of agricultural and rural development projects. 	10
<ul style="list-style-type: none"> • At least one year of professional experience in programme design, supervision and loan/grant administration with International financial institutions, development cooperation agencies, etc. is an advantage; 	10
3. Competencies (through Interview for candidates that score at least 42 points on the above criteria 1 to 2):	40
<ul style="list-style-type: none"> • Strategic thinking and organizational development (<i>personal influence</i>); building relationships and partnerships (<i>builds and maintains effective working relationships</i>). 	10
<ul style="list-style-type: none"> • Communicating and negotiating (<i>communicates effectively; creates understanding between self and others</i>); problem-solving and decision-making (<i>demonstrates sound problem-solving and decision-making ability</i>) 	10
<ul style="list-style-type: none"> • Managing performance and developing staff, time, resources and information, team working (<i>contributes effectively to the team</i>). 	10
<ul style="list-style-type: none"> • Language skills: Fluency in English and Romanian; good in Russian 	10
TOTAL	100

Grade Rating*
Very Poor 10-30%
Poor 31-69%
Satisfactory 70%
Good 71-85%
Very good 85-100%

Any request for clarification on this REOI should be sent via e-mail to the address below no later than 19 July 2022, 5 PM (Chisinau Time). The client will provide responses to all clarification requests by 20 July 2022, 5 PM (Chisinau Time).

Expressions of interest in the form of curriculum vitae (CV), Cover Letter and other documents that confirms the professional experience and qualification must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by 21 July 2022, 4 PM at the Ministry of Agriculture and Food Industry address - bd. Ștefan cel Mare și Sfânt 162, bir. 1405.

If the information provided does not correspond or is not complete, the candidate will be disqualified from the selection procedure. Only candidates who have accumulated at least 42 points will be invited to the interview. The candidates who are interviewed will receive a total score out of 100; candidates scoring less than 70% will be disqualified. Only the top ranked candidate will be invited to submit a proposal. This process is in line with IFAD's Individual Consultant Selection Process.

Location and period of execution

The CPIU-IFAD Director will be offered a fixed-term employment contract, signed with MAFI based on 40-hour weekly work programme at the CPIU-IFAD located in Chisinau, 162 Ștefan cel Mare și Sfânt blvd. Annual evaluation will be provided by the MAFI, based on clear deliverables and KPIs to be assessed twice a year with contract renewal subject to satisfactory evaluation jointly by MAFI and IFAD.