



# Call for Capacity Development Specialist

## PARM Terms of Reference

February 18 2021

### Overview

As G20-initiative, the Platform for Agricultural Risk Management (PARM) was created in 2013 with the mandate to enable the integration of a holistic agricultural risk management (ARM) approach into policy planning, institutional capacities and investment in the agricultural sector of Least Developed Countries and Lower Middle-Income Countries to move away from a culture of coping with disasters towards a smart management of risk, and support building resilience in the agricultural sector. The Platform (hosted and co-funded by IFAD) represents a unique and strategic global multi-stakeholder partnership in the area of agricultural risk management guided and supported by the EC, AFD, Italy, IFAD and Germany (through NEPAD of the AU for Africa). It also benefits from the technical assistance of a pool of international and regional multilateral partners (World Bank Group, the Food and Agriculture Organization (FAO), World Food Programme (WFP), African Risk Capacity (ARC); knowledge partners (Agrinatura, International Food Policy Research Institute (IFPRI), etc.); farmers organizations (ROPPA, EAFF); and private sector (CARGILL, MUNICH RE), among others.

PARM implementation is done in phases, with phase one (PARM Horizon 1) spanning over 2013-2019. The objective of this phase was to mainstream ARM at global level and enable the integration of a holistic agricultural risk management into the policy planning and investment plans in 8 African countries from Sub-Saharan Africa. The very positive results achieved by PARM during the first phase brought to the development of PARM Horizon 2 (2019-2024). During that time frame PARM will continue to bring evidence and build capacities on ARM at global and country level, but investing more resources in the design of ARM programs for investments, with a more structured involvement of public-private-partnerships and in direct support to meso-level players (extension services, financial intermediaries, women's and youth's groups, NGOs, farmers' enterprises and organizations).

One of the main outcomes of PARM is to ensure the inclusion of the technical analysis and feasibility studies into the national strategies and investment plans in some sub-Saharan countries. To achieve this challenging result PARM is also investing significant resources to reinforce the capacities of national and international stakeholders on ARM through its capacity development (CD) actions. Capacity development represents one of the main pillars of PARM at global and country level and is integral part of PARM Knowledge Management strategy.

In this frame a consultancy is requested to implement, with the support of PARM team, the Capacity Development (CD) strategy of PARM Horizon 2, carrying out all the required activities, including organizing and delivery ARM CD seminars and training in PARM countries and ensuring that ARM CD component is included into the national agricultural policy and investment projects.

### Objective of the consultancy

Under the overall guidance of PARM Lead Technical Specialist, the consultant will directly report to the KMCP Specialist. He/She will be requested to:

1. **Design and implement the new Capacity Development strategy and action plan of PARM Horizon 2.** The brand-new CD strategy for PARM Horizon 2 is built upon the successful outcomes of PARM Horizon 1 and contain new elements developed in PARM Horizon 2. This implies to adapt the CD activities to the country project design and the new learning cycle methodology. It should aim to maximize: i) design and/or improve the CD methodology

- (that also includes the new country learning cycles) in order to fit it to the PARM Horizon 2 country integrated process ii) ensure PARM internal synergies with the CD strategy and other core activities in particular with the KM Strategy and the country operations (technical studies, country events...; iii) external synergies with existing and prospective initiatives at local, national, regional and global level and iv) contribute to the identification of new dissemination tools and approaches (Farmer Field School...) of PARM experience and material developed during the phase 1 and 2; iv) **implementation** of the new identified CD tools (trainings and seminars...) in the selected countries and regions;
2. Develop the **CD programme of work and budget** ensuring its alignment with the long term and annual work plan and budget;
  3. **Monitor the results of all CD activities and adjust the strategy** (if required) according to performance and needs, including the identification of upcoming capacity development needs (and consequent design of CD activities) at different level (local, national and regional) in consultation with PARM team, national and regional stakeholders and various experts. The identification of ARM CD gaps in each country and/or different level should be done along the overall PARM process, also in collaboration with PARM pool of experts/consultants;
  4. **Get familiar with all the (P)ARM learning resources** on agricultural risk management. A full set of training material has been developed to carry out various CD activities (i.e., 2-day seminar, 5-day training, e-learning courses, learning cycles...etc.) and it is essential to learn and therefore be able to convey to different audience the content of such material;
  5. **Collaborate with PARM team and PARM pool of experts/consultants to develop and design CD modules and material** for specific ARM tools, subsector and/or value chain activities. The modules will have to be fully adjusted to the demand or investments plans of various countries and/or sub-sector;
  6. **Organizing and implementing CD seminars or training in each PARM country** as planned in the Capacity Development strategy and based on upcoming needs and in line with the overall integrated country process and KM strategy. These events include both ARM seminars delivered to a generic audience, ARM training courses targeting service providers and/or agricultural experts (in collaboration with local Universities, research and training centres) and training on specific ARM tools subsector and/or value chain activities. Some of these CD events could be also undertaken at regional level and in partnership with other stakeholders. The activities include the following of the entire process (organization, contact with local stakeholders, choice of the venues, etc.), preparation of the ToRs, selection of trainees, selection and evaluation of stakeholders in charge of CD activities, etc.;
  7. **Ensuring the inclusion of ARM CD component into the national agricultural policy, extension services plans and investment projects.** In coordination with PARM Technical Specialist and the different experts recruited to undertake the technical studies, facilitate and provide recommendations to mainstream Capacity Development on ARM in the national agricultural policy and investment plan of PARM countries;
  8. **Implement the dissemination plan of the PARM knowledge and learning resources** through the appropriate platform (i.e. FARM-D, etc.), stakeholders' interactions (i.e. Farmers' Organizations, NGOs, National and International stakeholders, etc.) and supports to facilitate access by different potential beneficiaries of all the PARM products. The material is all available as a public good in formats that are accessible and useful for the larger group of potential individuals in the targeted audience for CD activities and beyond;
  9. **Ensure the participation to PARM experience capitalization process** to identify successful areas of PARM previous work and areas of improvement for PARM Horizon 2. This includes the design and implementation of a tracking mechanisms able to capture results and impact of the CD activities at country, regional and global level;
  10. **Follow-up on country CD strategies and partnerships built by PARM Horizon 1 and 2 with several stakeholders** (such as regional or national institutions/research centres/Universities, private sector, etc.) to enhance the sustainability of the ARM knowledge dissemination and development at national, regional and global level;
  11. **Provide technical and operational support to KM and other PARM activities** as required.

## Technical Background/Experience of the expert:

- Advanced university degree in agriculture, rural development, development economics or related fields;
- At least 8 years of professional experience within international institutions in capacity development, vocational trainings, curriculum development including teaching materials.
- Experience in the use and development of creative and pragmatic approaches to deliver institutional trainings to strengthening local capacities and ability to adapt it to specific situation needs will be considered an asset.
- Experience in the use of blended (online and offline) training tools and tracking mechanisms to measure capacity and knowledge adoption
- Experience in the development and design of learning materials

- Excellent level of English AND French is mandatory;
- Excellent communication and facilitation skills in both languages and capacity to work with a multi-national team and to work with government institutions;
- Good understanding of agricultural risk management and related topics will be considered an asset;
- Good and demonstrated team and project management competences;
- Availability to travel on regular basis.

## **Contractual details**

**Tentative Start date of assignment:** March 1<sup>st</sup>, 2021

**Contract duration:** 6-month period (with possibility of extension, based on performance)

**Location:** IFAD HQ, Rome

Interested candidates are invited to send their CV and motivation letter to [parm@ifad.org](mailto:parm@ifad.org).