



International Trypanotolerance Centre (ITC)

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VACANCY ANNOUNCEMENTS

(5 per Country)

The International Trypanotolerance Centre (ITC), as executing agency for the African Development Bank (AfDB) funded component of the joint **GEF-AfDB Project on “Sustainable Management of Endemic Ruminant Livestock of West Africa”**, is seeking qualified applicants for the following **five National positions for each of the four countries**, namely: **GAMBIA, GUINEA, MALI and SENEGAL**:

- 1. National Expert on Livestock Production**
- 2. National Expert on Livestock Information and Marketing**
- 3. National Expert on Environment and Natural Resource Management**
- 4. National Expert on Monitoring and Evaluation**
- 5. National Administrative and Financial Assistant**

Terms of appointment

- Applicants must be in a permanent Government or credible Institution employment as they will be required to be **seconded** to this project in the respective country.
- Initial appointment is for **one** year with a probation period of 6 months and the possibility of renewal for up to **six** years
- The project (ITC) offers competitive remuneration
- The employment contracts will be subject to the particular conditions of the country concerned
- For a full description of the Terms of reference (professional profile, experience, duties, responsibilities) - **see below**.

Applications: Applicants should send a cover letter quoting the respective position title and country, indicating their interest and availability; a curriculum vitae; and names and addresses (including tel. fax, and e-mail) of three referees who are knowledgeable about their professional qualifications and work experience to:

The Director General
International Trypanotolerance Centre (ITC) Banjul
via E-mail to: itc@itc.gm

Closing date: Friday, **25th January 2008**

Project Background: Populations of endemic ruminant livestock in four West African Countries (The Gambia, Guinea Conakry, Mali and Senegal) represent a highly diverse ‘genetic treasure trove’, which is under threat of genetic dilution and extinction. The Project on “Sustainable management of globally significant endemic ruminant livestock of West Africa” will remove existing barriers to the *in-situ* conservation of three priority endemic ruminant livestock species – N’Dama cattle, Djallonke sheep and the West African Dwarf Goat. In addition, the project will develop and implement models for community-based conservation and management of critical habitat for these species, thereby demonstrating

strategies for preserving the unique genetic trait/habitat complexes that are of global significance. The project design is experimental, developing and testing an integrated approach to livestock conservation and management that simultaneously addresses livestock breeding and productivity, market development and economic policies, incentives and distortions, traditional and evolving patterns of resource use and land tenure, policies and legal frameworks, and information sharing and communication at the national and international levels.

Profile and Task Sheet

(1) National Expert in Animal Production

Hierarchy dependence and main function

The animal production expert is responsible of the “Animal production and health” and “Training of agro-herders” components. He/she will in particular ensure measures and actions towards the improvement and development of endemic ruminant livestock production systems. He/she will be involved in the formulation of improvement proposals. He/she will look into animal production and health aspects, feeding/nutrition and the genetic improvement of animals. He/she is particularly in charge of issues relating to capacity building and agro-herders technical training. He/she is working under the supervision of the National Project Coordinator.

Profile and experience required

- Engineer in zootechnology or veterinarian, specialized in genetics or in animal production and health, with multidisciplinary training in rural development focused on livestock production; qualifications and/or experience in training and extension in livestock development;
- Minimum 35 years of age;
- At least 6 years experience in the fields of livestock breeding/production, cooperatives' training and organisation; with significant references in the support to producers;
- Good knowledge of livestock production systems practiced in the country;
- Ability to make a livestock situation diagnosis and to proceed with the identification and analysis of production systems and production of endemic livestock;
- Proposal, formulation and evaluation of relevant production models;
- Good knowledge of breeding infrastructure;
- Good knowledge of livestock products marketing circuits and structures in the country;
- Experience in a project financed by multilateral funders or by the African Development Fund (ADF) desirable;
- Good knowledge of agro-herders organizations and training, notably in the transfer of different tasks for autonomy (organization, management, maintenance of infrastructure, etc.).
- Good general knowledge of the project zone;
- Sensitivity to the integration of crop agriculture and livestock;
- Ability to work with the rural world, agro-herders groups and women's organizations; sensitivity to gender issues and specific training for women;
- Good listening qualities and aptitude to advise and to extension; communication abilities;
- Good knowledge of IT tools (including Word, Excel, Outlook, etc.);
- Excellent command of English and/or French, preferably with at least a working knowledge of the other language;
- Good physical condition with ability to make frequent field trips.

Duties and Responsibilities

- Responsibility for the implementation of the "Animal Production and Health" and "Training of agro-herders" components of the project;
- Developing, in consultation with the regional coordination, annual programmes of activities under the sections above, in conjunction with the other services;
- Establishment of agricultural diagnostics of the farming facilities concerned by the

- project, also with reference to the results of the preliminary studies;
- Identifying the agronomic constraints towards the enhancement of productivity of land;
 - Identifying the required means (equipment, inputs, training, technical sheets, etc.) for the achievement of set production targets;
 - Preparation of conventions with the various partners for strengthening local organizations specialized in endemic livestock promotion; participation in the development of training modules in collaboration with the Livestock Services;
 - Realisation of research and development programmes in collaboration with the Centre or research institutions;
 - Close contacts with the various decentralized agriculture and livestock services, as well as with other partners collaborating within his/her field of competence;
 - Regular reporting on implemented activities;
 - Representation of the Coordinator in case of need.

Profile and Task Sheet

(2) National Expert in Livestock Information and Marketing

Hierarchy dependence and main function

The expert in information and marketing is responsible for the subcomponent "Value enhancement of endemic livestock". He/she will in particular ensure measures and actions for the value enhancement of endemic ruminant livestock products. He/she will look into marketing issues and the establishment of a market information system. He/she will be involved in capacity building and the coaching of agro-herders. He/she is working under the supervision National Project Coordinator.

Profile and experience required

- Academic degree or HND holder in communications or marketing;
- Minimum of five years professional experience in the field of commercial communication;
- Have a good mastery of IT tools;
- Excellent knowledge of farm exploitation (tillage, varieties, fertilization, harvesting, packaging, marketing, etc.) and the management (cooperative organisation, cost of water, maintenance and repairs) of irrigated areas;
- Sensitivity to gender issues and specific training for women;
- Listening ability and aptitude to extension and communication;
- Excellent command of English and/or French, preferably with at least a working knowledge of the other language;
- Good physical condition with ability to make frequent field trips.

Duties and responsibilities

- Dissemination of information to ensure endemic livestock promotion by using appropriate channels;
- Analysis of supply and demand, , price trends, trends and influential factors;
- Establishment and animation of a commercial information system in order to exploit opportunities;
- Support to the marketing organization and initiation of market research;
- Identify constraints and opportunities for endemic livestock and livestock products in the market at national, regional and global levels;
- Analysis of market structures and circuits at various levels and proposition of improved measures for endemic ruminant livestock and livestock products marketing systems, in collaboration with the consultant appointed for the study;
- Supporting professional organizations of the livestock and meat chain in the management of infrastructure to be put in place;
- Supporting capacity building (organization and training) of professional organizations in the sector of marketing of endemic livestock to enable them to carry out market analysis and exchange relevant information;
- Regular reporting on implemented activities;
- Representation of the Coordinator in case of need.

Profile and Task Sheet

(3) National Expert on Environmental and Natural Resources Management

Hierarchy dependence and main function

Under the supervision of the National Project Coordinator, the expert on natural resources management (NRM) is responsible for the implementation of the "Conservation of natural habitat of endemic livestock" component of the project. He/she will ensure in particular the appropriate implementation of all activities related to the sustainable management of natural resources in the habitat areas of endemic livestock. To this end, he/she will focus on developing the tools of decentralized management of natural resources (plans of occupation and land-use, development of community forests, local conventions NRM and strengthening capacities of the populations in the area of NRM, etc.).

Profile and experience required

- Engineer in forestry and water management, geographer or engineer in applied sciences (IAS) specialized in NRM, with proven experience in designing and / or conducting NRM projects;
- He/she should possess knowledge in rangeland ecology and hands-on experience in rural development in general and in organising the exploitation of agropastoral resources in particular;
- Be at least 35 years old;
- Minimum of 10 years experience in the field of NRM, with considerable reference to farmers' training in the rural environment;
- Good knowledge of ecosystems in the sub-humid (pre-guinean to guinean) zone and of the agropastoral production systems in the country;
- Ability to make a diagnosis of the state of the natural resources and to evaluate the impact of endemic livestock-based production systems;
- Proposal, formulation and evaluation of relevant models of rational and sustainable exploitation of natural resources;
- Good knowledge of transhumant movement circuits of Sahelian livestock;
- Good general knowledge of the project area;
- Sensitivity to agro-sylvo-pastoral integration;
- Ability to work with crop-livestock farmers' groups and women organizations;
- Ability to listen and to induce activities towards agro-sylvo-pastoral integration;
- Good computer skills;
- Excellent command of English and/or French, preferably with at least a working knowledge of the other language;
- Good physical condition with ability to make frequent field trips.

Duties and responsibilities

- Elaboration, in consultation with the Regional Coordination, of the NRM component of the annual project activity programmes;
- Organization of different interventions in the implementation of this component;
- Definition of action aiming at reinforcing the capacity of target communities for the planning and management of natural resources;
- Developing tools to characterize and establish the typology of ecosystems being habitat of endemic livestock, in order to assessing the threats of viability of these ecosystems (causes of degradation and decline of areas of distribution, etc.);
- Proposition of measures of rehabilitation/perpetuation and definition of methodology for the assessment of outcomes of the actions for sustainable management of natural resources implemented by the project;

- Design and implementation of activities aimed at local adaptation of current standards and regulations for the sustainable management of the habitat and resources for endemic livestock production;
- Strengthening the capacity of populations to develop livestock habitat management strategies through the adoption of production systems combining livestock production and the rational use of natural resources in the project sites;
- Mobilization of the local authorities concerned and specialized NGOs in the field of pastoralism and land management in the development process of the project sites;
- Development of actions of animation, creation of awareness and empowerment village committees to combat bush fires, building on local authorities, NGOs and decentralised government services;
- Popularization among target communities of the legislation relating to the use of pastures and to transhumance in the endemic livestock habitat zones;
- Strengthening of the capacities of institutions involved in NRM at the site level, building on decentralised services of the departments in charge of the conservation of nature, of livestock and agriculture for assistance in the framework of activities relating to the improvement in forage resources and diversification of agricultural production;
- Identification of the means used for the identification of fodder and water resources for their better utilisation;
- Assisting communities in the preparation of local conventions for NRM in general and pasture management in particular;
- Close collaboration with the responsible M&E specialist for optimal environmental monitoring of the project;
- Redaction of periodical activity reports;
- Performing any other ad hoc task deemed relevant by the Project Coordinator.

Profile and Task Sheet

(4) National Expert on Monitoring and Evaluation

Hierarchy dependence and main function

The national expert in charge of internal monitoring-evaluation (M&E) of the project works under the supervision of the National Project Coordinator. He/she will maintain close relations with the various sections of the coordination unit.

Profile and required experience

- Agro-economist or zoo-economist or equivalent qualification with M&E experience in the area of rural development;
- Experience of at least 6 years in the planning, programming and monitoring-evaluation of projects;
- Significant experience of at least 3 years in the specific area of monitoring-evaluation;
- Knowledge of methods, tools and techniques of M&E;
- Experience required in a project funded by multilateral donors or by the African Development Fund (ADF);
- Very good knowledge of information tools (Word, Excel, Access, etc.).
- Excellent command of English and/or French, preferably with at least a working knowledge of the other language;
- Good physical condition with ability to make frequent trips to the field.

Duties and responsibilities

- Responsible for the internal monitoring-evaluation of the project in all technical, economic and organizational aspects;
- Collection of basic data, acts and legal organization of the rural sector, land use/tenure, rural credit, decentralization, etc.;
- Formulation of the logical framework of the project and definition of relevant indicators;
- Preparation of a consultation package for establishing of the reference situation for the project and set up a computerized monitoring system;
- Establishment of the reference situation of the project in cooperation with the recruited consultant;
- Establishment of the pre-project situation and of monitoring indicators;
- Development of the planning and data collection tools;
- Establishment of a monitoring mechanism for the implementation of the project based on annual activity plans and periodic performance evaluation;
- Establish the means to collect and process the information (equipment, data, etc.);
- Preparation for regular monitoring activities;
- Establishment of gender-specific data and analysis;
- Regular monitoring and evaluation of the groups and structures being established;
- Assisting the coordinator in monitoring the sectoral interventions;
- Keep close contacts with the various partners, regional services and NGOs involved in the implementation of the project;
- Exchange of experiences and formalisation of collaboration including the organisation of workshops;
- Editorial co-ordination of periodic reports, writing of activity reports (quarterly, yearly); assistance to the external communication of the project;
- Representation of the Coordinator in case of need.

Profile and Task Sheet

(5) National Administrative and Financial Assistant

Hierarchy dependence and main function

The national administrative and financial assistant works under the supervision of the National Project Coordinator. He/she is responsible for setting up and implementing the financial, accounting and administrative project management according to the applicable administrative and financial procedures of the project, in close collaboration with the regional coordination of the project.

Profile and required experience

University diploma in Economics, Management and Administration, Accounting, Business, or equivalent diploma in financial management and accounting;

Minimum of 6 years of professional experience in relevant administrative, accounting or financial management, preferably in the context of a development project;

Good command of IT tools and software (in particular Word, Excel, Access, accounting software) to acknowledged professional standards;

Experience in the application of accounting systems and procedural manuals in the context of projects;

Excellent command of French and/or English, preferably with at least a working knowledge of the other language;

Open-mindedness, readiness to work in a team, qualities to listen and dialogue capability;

Aptitude to lead a group, project staff and people;

Good physical condition and aptitude to travel in the field;

Valid driver's licence (B)

Duties and responsibilities

Set up and carry out the financial and administrative management of the project and its accounts according to the rules and regulations of the project;

Administrative management of staff and the material resources involved, recruited or acquired for the project;

Establish and follow up of the disbursements and payment demands;

Establish contracts and agreements with project partners;

Participate in working out and administrative follow up of the invitations to tender;

Regular reporting on financial and administrative matters;

Represent the National Project Coordinator component, if necessary.