Terms of Reference for Agriculture Specialist

1.0 Introduction/Background

The Government of Mauritius has received a loan from the International Bank for Reconstruction and Development (IBRD) and a grant from the European Union towards the financing of a Rodrigues Airport Project. The objective of the Project is to improve air transport access and enhance the climate resilience and productivity of the island of Rodrigues. The primary investment is the development of a new airport runway and associated facilities. A portion of the funding proceeds will be used to finance technical assistance and consultant services.

Located 560 kilometres east of Mauritius, Rodrigues relies heavily on the tourism sector for its economic development. Air transport provides critical connectivity that is vital to the island and is crucially important from a social and economic perspective. The tourism sector depends upon a safe and secure air transport infrastructure and airline services to and from Rodrigues. Enhancing the airport's operational capabilities to enable access for larger aircraft can improve access, increase efficiency, and attract new investment. The enhanced facilities will also create opportunities for export of local products from Rodrigues, supporting the development of the local economy.

The project is defined around five components:

Component 1: Infrastructure Development. The component consists of the construction of a new runway and safety areas, taxiways, apron expansion, parking stands designed for Code C aircraft. It includes the installation of (i) airfield ground lighting and control systems for the new runway, (ii) floodlighting and ground power units for the apron, and (iii) navigational aid systems for the new runway. A new perimeter road, a service road, a new gate post and access roads, a car park will also be constructed, along with associated fencing and landscaping of the property. New power and water supply systems and sewerage treatment plant are included in the component. The component includes construction of a new control tower comprising all ancillary facilities and equipment, a new rescue and fire-fighting station with all associated amenities, a boat house, ramp and jetty, a new meteo building, quarantine building, power center buildings.

Component 2: Technical Assistance for Project Implementation and Sector Reforms. Technical assistance activities include: (i) assessments to support growth and resilience in the aviation sector; (ii) detailed assessment of the potential impact of climate change on the infrastructure and operation of *Plaine Corail* airport; (iii) capacity building to enhance safety oversight; and (iv) training and capacity building initiatives to support Airport of Rodrigues Limited, AML, and relevant government of Mauritius staff on issues of climate change, climate resilience, gender in aviation and aviation safety. Project implementation support, including for the direct management of project activities, recruitment of a Project Implementation Unit, environmental and social studies, and audits, and training is also included.

Component 3: Support Rodrigues' Sustainable Integrated Development with a Particular Focus on Access to Water and Food Security. The component will support strengthening of the local food system, including the provision of technical assistance and capacity building in specific areas such as extension services, improved fisheries management, post-harvest efficiency, food safety and traceability and climate smart technologies for agriculture and fisheries, to strengthen food security, value addition and reductions in food loss and waste. It will also support improved water management

and development, including the provision of technical assistance and small investments for the strengthening of the integrated water resources management and development in Rodrigues Island covering: (i) protection and rehabilitation of existing water sources including desalination, assessing the potential of groundwater, identification and designing of a new reservoir(s) to reduce the demand-supply gap; (ii) development of sanitation improvement plans for safe treatment and disposal of wastewater and fecal sludge; (iii) institutional development support for Rodrigues Public Utilities Corporation to improve the financial sustainability of water supply operations as well as capacity building for staff; and (iv) technical assistance to support the development of regulation and technical standards for desalination plants

Component 4: Supporting the Sustainable Development of the Tourism Sector in Rodrigues. This component will include (a) supporting tourism promotion and attraction of investments, (b) tourism sector skills development, and (c) sustainable tourism among micro, small and medium enterprises (MSMEs) through a MSMEs Grants program to sustainably upgrade and retrofit their product offer. Technical assistance activities will target: (i) increasing the capacity of the Rodrigues Commission for Tourism (CT) and Discovery Rodrigues to undertake location brand building process and promotional products; (ii) reviewing CT institutional capacity to strengthen its institutional structure, strategic alignment and focus, organizational framework and resourcing, as well as its service delivery; (iii) engaging an international branding consultancy firm to support Rodrigues' tourism market branding; and (iv) improvement of government-to-business services, including digitization of registration, licensing, and permitting procedures in the tourism sector to enhance attraction of investments.

Component 5: Contingent Emergency Response: This Component will facilitate access to rapid financing by allowing for the reallocation of uncommitted project funds in the event of a natural disaster.

2.0 Implementation Arrangements

Airport of Mauritius Co. Ltd. (AML) is the executing agency responsible for project implementation and is establishing a dedicated Project Implementation Unit (PIU) based on Rodrigues Island. AML's role covers technical, procurement, financial management, monitoring and evaluation, and implementation of World Bank's Environmental and Social Framework (ESF) requirements. The PIU will be housed within Airport Rodrigues Co, Ltd (ARL) offices for seamless collaboration. A Project Compliance Unit[1] will be established to ensure adherence with national regulations and conformance with fiduciary and safeguards management requirements of the World Bank. Two technical units will be established in the PIU. "Project Technical Unit-I" (PTU-I)[2] is responsible for the technical aspects of Components 1 and 2; "Project Technical Unit-II" (PTU-II) is responsible for Components 3 and 4 of the Project, in collaboration with the Rodrigues Regional Assembly (RRA). A Project Manager oversees the full PIU and will lead PTU-1, with the support of an Aviation Construction Specialist; A Project Coordinator will support the Project Manager and will lead PTU-2.

[1] The compliance unit comprises the following full-time roles; procurement specialist, financial management specialist, project accountant, lead environmental specialist, social specialist, health and safety specialist, monitoring and evaluation specialist, communications officer, and an internal auditor.

[2] The PTU-II comprises the following full-time roles: Agricultural Specialist, Fisheries Specialist, Water Specialist, Tourism Specialist, and others (as may be necessary).

3.0 Objectives

The Agriculture Specialist in the Project Implementation Unit (PIU) under the Airports Mauritius Company Ltd (AML) will lead and coordinate the execution of agriculture activities (Component 3.1 of the of the Rodrigues Airport Project) and report to the PIU Project Manager. He/s
he will ensure proper planning, implementation and monitoring of activities, to ensure timely execution that all component activities are implemented effectively, and in a timely manner in accordance with the implementation plan.

The tentative agriculture-related activities that have been identified by the RRA to support the strengthening of the local food systems include the following:

- Rehabilitation of 120 hectares agricultural land in three (3) valleys through removal of invasive plants, de-rocking of arable land, opening of clogged and virgin drain, placement of perimeter fence.
- Construction of water harvesting structures (micro dams) and Installation of irrigation networks
- Construction of greenhouses
- Capacity building of farmers to improve production system and output and to adopt improved technology (organic and sheltered farming)
- Technical Assistance in the development of a strategy/investment plan for post-harvest management and marketing of prioritized value chain

4.0 Key Responsibilities

- Lead in the development of work plans and budgets, procurement plans, budgets and monitoring plans for the subcomponent 3.1 (improving food systems) for agriculture activities.
- Oversee implementation of the project activities, including day to day follow ups, reporting and updating the Project Operations Manual
- Develop TORs for various TA related work, and ensure timely and quality delivery, including strategic engagements with various stakeholders
- Participate in any other relevant platforms to coordinate the work within broader sector view.
- Prepare progress reports, including updating baselines, implementation progress, and results stories from project interventions.
- Support day to day implementation, monitoring and evaluation of the agriculture issues, and creating synergies with other project components and sub-components.
- Coordinating various partners responsible for implementing agriculture work and compiling periodic progress reports.
- Participate and lead in safeguards screening of agriculture activities and ensure that appropriate mitigation actions are in place.
- Update the PIU on activity plans and progress on a regular basis.
- Regular travels to project implementation sites to monitor implementation and offer technical backstopping.

5.0 Qualifications, knowledge and experience:

The ideal candidate for the PIU Agriculture Specialist position should have:

- At least Masters' degree in agriculture, food security, or relevant fields
- At least 8 years' experience in coordinating donor funded projects, with focus on agriculture
- Strong knowledge of results monitoring, reporting, and tracking project implementation progress in agriculture sector.
- Working experience and knowledge of agriculture sector context in Rodrigues will be added advantage.
- Experience in value chain development, capacity buildings, market linkages and sustainable food systems.
- At least 5 years in managing contracts, including development of TORs and monitoring quality delivery.
- Teamwork, experience in working in multisectoral project.
- Government experience, to understand how various government entities and stakeholders interact, in implementing donor funded programs.
- Spoken and written fluency in English, and desirable good level of French.

6.0 Key Performance Indicators for Position

In carrying out its functions, the performance of the Agriculture Specialist will be reviewed by the AML and, if determined that the performance is below the indicators below, the contract may be terminated. The indicators are as follows:

- Number of plans and periodic progress reports drafted;
- Meeting project deadlines: percentage of activities completed respecting the deadline indicated in the annual plan;
- Achieving project goals: percentage of activities planned for completion in the year finalized;
- Proactivity - ability to take initiative, solve problems, and adapt to challenges: agreed actions in missions completed on time;
- Competence: demonstrated the required knowledge and skills for the position;

7.0 Contract Duration

The initiation contract duration is twenty-four (24 months) and the Agriculture Specialist will be based in Rodrigues Island, subject to extension based on performance and as may be required, up to the end of project period.

8.0 Reporting Arrangements

The Agriculture Specialist position will report directly to the PIU coordinator, PIU. The position will be based in Rodrigues and will require periodic travel to project sites to monitor implementation.

9.0 Submission of Applications

Applications along with CVs accompanied by other supporting documents (letter of motivation, certificates of qualifications and minimum of 3 references) should be sent to no later than 10/04/2025; at the following e-mail address: **rap.recruitment@aml.aero**

10.0 Remuneration and Benefits

Remuneration and benefits are negotiable.

11.0 Local Taxes

For information concerning any local taxes payable, the contact details for the Mauritius Revenue Authority (MRA) are as follows:

Telephone: +230 207 6000
Fax: +230 207 6053
E-mail: headoffice@mra.mu
Website : http://www.mra.mu

12.0 Work Permit

For information on any work permit that may be required, contact details for the Economic Development Board (EDB) and the Passport & Immigration Office (PIO) respectively are as follows:

a. Economic Development Board

Telephone: +230 203 3813
Fax: +230 210 8560
E-mail: op@edbmauritius.org
Website links : https://edbmauritius.org/work-live and
https://residency.mu/work/professional-employed-in-mauritius-by-a-multinational-or-a-local-company/

b. Passport & Immigration Office

Telephone: +230 260 2073
Fax: +230 210 9322
E-mail: piomain@govmu.org
Website: https://passport.govmu.org/passport/