



CALL FOR EXPRESSION OF INTEREST

Recruitment

Facilitator consultant in connection with the creation of a CORAF/WECARD skills directory

Launch date of the call: 30/10/2017

End date of the call: 14/11/2017

CEI No. 24-2017

1. In order to implement its Operational Plan for 2014-2018, CORAF/WECARD relies on its Executive Secretariat, a light structure based at its headquarters in Dakar, Senegal. To perform its main functions, the Executive Secretariat sometimes calls on national technical and scientific skills. This is particularly true for the development and evaluation of proposals submitted under competitive bids and tenders, their implementation and the evaluation of their impact on beneficiaries.
Despite the existence of a critical mass of skills at the national level, the traditional procedures of calls for applications are not ideal for obtaining the most qualified human resources within reasonable time frames for the implementation of the relevant tasks. In order to streamline procedures to enhance effectiveness and efficiency, it is necessary to set up a skills directory in connection with all the functions and the thematic areas covered by CORAF/WECARD.
2. The tasks to be performed and other information regarding the performance of the mission are detailed in the Terms of Reference attached hereto.
3. The Executive Director of CORAF/WECARD is inviting consultants with the desired profile described in the Terms of Reference to express their interest in this call.

4. Interested individual consultants should provide an Expression of Interest dossier comprising: (i) references concerning the execution and experience of similar contracts (ii) and their updated CV.
5. Consultants will be selected on the basis of the individual consultant selection procedure in accordance with the procedures defined in the Guidelines: "Selection and Employment of Consultants under IBRD loans and IDA credits and grants by World Bank Borrowers," January 2011 version, revised in July 2014."
6. Interested consultants may obtain additional information from the Executive Secretariat of CORAF/WECARD by addressing their queries to **procurement@coraf.org** from 8:00 to 12:00 GMT and from 15:00 to 17:00 GMT.
7. The Expressions of Interest should be submitted by e-mail addressed to procurement@coraf.org or to the Executive Director of CORAF/WECARD, 7 Avenue Bourguiba, Dakar, Senegal, **on 14/11/2017** at 10:00 GMT at the latest.

Dr Abdou TENKOUANO

Executive Director
CORAF/WECARD



Terms of Reference

for

The recruitment of a facilitator consultant in connection with the creation of the CORAF/WECARD skills directory

About CORAF/WECARD

The West and Central Africa Council for Agricultural Research and Development (CORAF/WECARD) was created in 1987 under the name of Conference for African and French Agronomic Research Directors. In 1995, it extended its coverage to include English- and Portuguese-speaking West and Central African countries. It comprises the national agricultural research systems (NARS) of the following 23 States: Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Congo, Côte d'Ivoire, Democratic Republic of Congo, Gabon, Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone and Togo. It covers a surface area of 12.3 million km² and a population of 432.9 million inhabitants.¹

Approximately 70% of the region is dependent on agriculture which accounts for more than 35% of Gross Domestic Product (GDP) and more than 40% of exports. The population growth rate is high (3.0%), while agricultural productivity growth rate in the past 20 years has been low (2.1%) in the coastal region of West Africa and also negative in both the Sahel and Central African areas². The majority of the rural population in WCA, comprised primarily of small producers, is poor and lives in food and nutrition insecurity. The average proportion of people living with less than US \$ 1.25 a day is estimated to be 48.5%³, ranging from 10% in Cameroon and Gabon, to 80% in Liberia. However, the trend is falling in all countries of the region. Food demand is expected to increase by approximately 60 to 80%. The average yield spread between key products has been relatively high and has been estimated at 75%. The average economic growth rate is 7%.

The vision and strategic missions of CORAF/WECARD entail a "sustainable reduction of poverty and food insecurity in West and Central Africa through sustainable improvements in

¹ www.worldbankstatistics.2012

² IFPRI (2006), Regional Strategic Alternative for Agriculture-Led Growth and Poverty Reduction in West Africa, International Food Policy Research Institute, December 31st, 2006.

³ MDG report 2014

productivity, competitiveness and agricultural markets to satisfy the social demand of target groups for the sub-regional agricultural research system." CORAF/WECARD has a mandate to promote sub-regional co-operation, create synergies and reduce duplications, mobilize resources and generate common solutions to agricultural research and development problems to ultimately transform agriculture in West and Central Africa. This is done through four main functions: coordination of national agricultural research systems (NARS), capacity-building, advocacy and knowledge management (Figure 1).

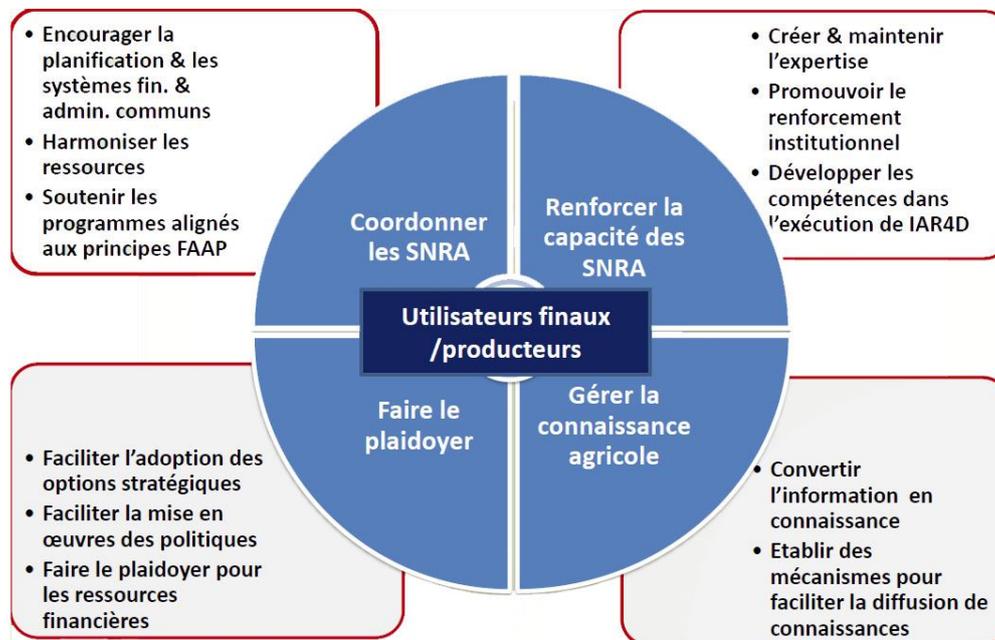


Figure 1. Main functions of the West and Central African Council for Agricultural Research and Development (CORAF/WECARD)

Background and justification

To cope with the deterioration of performance in the agricultural sector, initiatives have been taken. On the continental level, the Comprehensive Africa Agricultural Development Programme (CAADP) was adopted in June 2003, with the objective of achieving annual agricultural growth of at least 6% by 2015. In support of the CAADP, the Malabo⁴ Declaration was signed to accelerate agriculture transformation and economic growth for shared prosperity and improved livelihoods. Through this **Declaration, the Heads of State and Government of the African Union** resolved to achieve the following commitments by 2025: (i) enhance investment finance in agriculture by allocating at least 10% of public expenditure to agriculture and ensure its effectiveness and efficiency; (ii) end hunger and accelerate agricultural growth by doubling current agricultural productivity levels; (iii) halve poverty by sustaining annual agricultural GDP growth of at least 6% and by creating job opportunities for at least 30% of the youth in agricultural value chains; (iv) triple inter-African trade in agricultural commodities and services; and (v) enhance the resilience of livelihoods and production systems by ensuring that at least 30% of our farm, pastoral and fisher households are resilient to climate and weather related risks.

⁴ The Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods was adopted at the Twenty-Third Ordinary Session of the AU Conference held in Malabo (Equatorial Guinea) on 26th and 27th June 2017, under the theme of the African Year of Agriculture and Food Security.

In order to help achieve the agricultural and comprehensive development objectives of Africa, the African Forum for Agricultural Research (FARA) developed the Science Agenda for Agriculture in Africa (S3A) to connect science, technology, extension, innovations, policy and social learning.⁵ The strategic thrusts of S3A in the short to medium term are: the implementation of CAADP; increasing domestic public and private sector investments; creating an enabling environment for sustainable application of science for agriculture; and doubling the current level of agriculture total factor productivity by 2020 through application of science for agriculture. In the medium to long term, the science agenda is to build systemic science capacity at national and regional levels, capable of addressing evolving needs of farmers, producers, entrepreneurs and consumers, especially given strategic and foresight issues such as climate change and urban planning. FARA and its constituent partners, including CORA/WECARD, are tasked with leading the development and operationalization of the Science Agenda for Africa.

At the sub-regional level, CORAF/WECARD has been mandated by the regional economic communities (ECOWAS, UEMOA, ECCAS, CEMAC) to implement Pillar 4 of the CAADP (current S3A), namely agricultural research, technology dissemination and adoption. To address the challenges of food insecurity and poverty, CORAF/WECARD has reviewed its Strategic Plan for 2007-2016, and developed a second Operational Plan for 2014-2018. The objective of the Operational Plan for 2014-2018 is to sustainably improve, with the equal involvement of all players, productivity, competitiveness and agricultural markets in West and Central Africa.

On the basis of a broad consultation of stakeholders and by taking into account the strategic orientations of the CAADP, the Malabo Declaration, the Science Agenda for Agriculture in Africa as well as those of agricultural policies (ECOWAP, APU, CAP), of RECs, CORAF/WECARD has identified three (3) priority themes to address the challenges of agricultural transformation in West and Central Africa.⁶ These are:

Theme 1: Food, health and nutrition safety

Theme 2: Markets and trade

Theme 3: Sustainable agriculture

The implementation approach emphasizes Integrated Agricultural Research for Development (IAR4D), which is an integral part of the Agricultural Innovation System, using the value chain approach and the multi-stakeholders innovation platform. This approach seeks increased adoption of technologies, improved agricultural production in quantity and quality, and increased connection of producers and their organizations to markets. Mechanisms for up-scaling and out-scaling will be strengthened to ensure sustainability and impact at large scale, which in turn will deliver increased knowledge and skills, wealth creation, diversified economies, resilience, food security and reduced poverty.

In order to implement its Operational Plan for 2014-2018, CORAF/WECARD relies on its Executive Secretariat, a light structure based at headquarters in Dakar, Senegal. To perform its main functions, the Executive Secretariat sometimes calls on national technical and scientific skills. This is particularly true for the development and evaluation of proposals submitted under competitive bids and tenders, their implementation and the evaluation of their impact on beneficiaries.

Despite the existence of a critical mass of skills at the national level, the traditional procedures of calls for applications are not ideal for obtaining the most qualified human resources within reasonable time frames for the implementation of the relevant tasks. In view of streamlining

⁵ FARA, 2014. Science agenda for agriculture in Africa (S3A): "Connecting Science" to transform agriculture in Africa. Forum for Agricultural Research in Africa (FARA), Accra, Ghana.

⁶ CORAF/WECARD, 2013. Operational Plan for 2014-2018. Provisional version of March 30th 2014

the procedures to improve effectiveness and efficiency, it is important to build a skills directory in connection with all the functions and thematic fields covered by the CORAF/WECARD.

Objectives

The general objective is to strengthen the performance of CORAF/WECARD main functions in order to achieve its vision and mission.

The specific objective is to build an online directory of well identified national skills that can be rapidly mobilized for contracts commissioned by CORAF/WECARD.

Expected outcomes

After the online agricultural research and development skills directory is created, three main outcomes are expected:

- The existence and smooth operation of a dynamic database of high-level skills to match the vision, mission and strategic objectives of CORAF/WECARD;
- Streamlined, more effective and more efficient procedures for calls for skills;
- Improvement in the execution performance of the main functions of CORAF/WECARD, allowing the Executive Secretariat to produce quality deliverables within the required time frames.

Methodology

Only the accepted skills will be authorised to apply for contracts commissioned by CORAF/WECARD. Hence the importance of properly identifying, classifying and analysing such skills. To do so, the methodology will consist in setting up a Task Force made up of: (i) Three (3) specialists in agricultural research and development in connection with CORAF/WECARD's three strategic themes (Food and nutrition safety, Markets and trade, and Sustainable agriculture); (ii) Three (3) internal human resources, namely a database specialist, a specialist in planning and monitoring/assessment; (iii) One (1) consultant in charge of coordinating and facilitating the process. The Task Force is assigned the following tasks:

- defining the thematic areas concerned by the skills directory;
- defining the required minimum skills and experiences;
- preparing the call for skills based on previously defined profiles;
- determining the call's dissemination channels, taking into account the communication means and tools already in place at CORAF/WECARD;
- preparing an evaluation grid for applicants;
- defining a method for third-party verification of skills;
- defining a "membership fee" and payment procedures;
- preparing an identification system for each expert with a single number for awarding a "CORAF/WECARD Expert" label and;
- determining a frequency for updating the skills directory.

The skills directory will be built through a CORAF/WECARD website allowing online registration (and deregistration) for all interested experts. From this web page, all candidates are required to create their Personal form by following the specific instructions provided. The web page should include the tabs below:

- "Information", which informs the applicant of the formality to follow;
- "personal details", where applicants can enter their personal details: last name, first name, country, gender, e-mail address and password, position/job title, working language, organization, country of residence, business address, business phone number;
- "thematic area", which allows candidates to enter their core area of expertise
- "Professional experience", in the areas of expertise given above

- "Publications" including scientific publications and any other publications related to the relevant thematic areas
- "Curriculum vitae", with attachments of endorsements/certificates of specific experiences in the cited areas.

Figure 2 presents an IUCN web page showing a template of a Personal form⁷ which can be adapted to create the CORAF/WECARD online skills directory.

The image shows a screenshot of the IUCN website's expert directory creation page. On the left, there is a vertical navigation menu with three circular icons: 'Expertise à l'IUCN', 'Répertoire', and 'Espace experts'. The main content area is titled 'Vous êtes expert de l'IUCN international, créez votre fiche...' and contains a registration form. The form fields include: 'Nom' (Your name), 'Prénom' (Your surname), 'Pays' (Country of birth, set to France), 'Genre' (Gender, with 'Masculin' selected), 'E-mail' (with a 'Visible sur le site' checkbox set to 'Oui'), 'Mot de passe' (Password, with a note to keep it secret and a 'Visible sur le site' checkbox set to 'Oui'), 'Poste' (Your position/function, with a 'Visible sur le site' checkbox set to 'Oui'), and 'Langue de travail' (Working language, with a 'Visible sur le site' checkbox set to 'Oui'). The footer of the page provides contact information for the French IUCN committee in Paris.

Figure 2. Sample Web page for an experts directory.

Place and duration

The online skills directory will be developed at the CORAF/WECARD Executive Secretariat based in Dakar, Senegal. Applications are open to all the national experts from the NARS of CORAF/WECARD 23-member countries.

Considering the size of the CORAF/WECARD area, the high number of fields to be covered and therefore the desired skills, and the need to have dependable skills, a time frame of six (6) months is required to create the online directory.

⁷ Viewed on July 28th 2017 at: <http://uicn-experts-francophones.fr/experts-creer-fiche-international-etape-1.php>

Profile of the facilitator consultant:

- Must hold a doctorate/PhD in agronomic sciences or related disciplines,
- Have at least seven (7) years of professional experience in agricultural research and development management in West and Central Africa;
- Have identified and facilitated the building of regional teams with multi-disciplinary and multi-institutional skills for the development and implementation of competitive projects commissioned in response to CORAF/WECARD calls;
- Have a solid knowledge of the CORAF/WECARD Executive Secretariat and of the main functions of its Executive Secretariat;

Be perfectly fluent in at least one CORAF/WECARD official language (French and English) and capable of working in the second.