

Call for expression of interest - TERMS OF REFERENCE FOR A CONSULTANCY TO ASSESS AND FORECAST QUALITATIVE HUMAN CAPITAL REQUIREMENTS IN AGRICULTURE FOR ETHIOPIA

A. Background

The Malabo declaration of 2014 was a recommitment by African Heads of State to the key principles and values that define the Comprehensive African Agriculture Development Programme (CAADP). Amongst these principles and values is the pursuit of agriculture-led growth as a main strategy to achieve targets on food and nutrition security, and shared prosperity on the continent. Experiences over the last slightly-over-a-decade of CAADP indicate that lack of qualified technical staff for most countries is a key challenge to implementation. Moreover, a cursory review of the National Agriculture and Food Security Investment Plans (NAFSIPs) points to significant capacity deficits that will have to be addressed for the successful implementation of CAADP. Addressing such capacity deficits will require holistic needs assessments for all key commodities identified in the NAFSIPs and other national and regional food and nutrition security strategies.

FARA, ASARECA and the other sub-regional organizations (SROs) have joined hands with other operational partners with support from the European Union (EU), to implement “*Africa Human Capital in Science, Technology and Agripreneurship for Food Security Framework (AHC-STAFF)*”. The purpose of AHC-STAFF is to develop and validate a framework for demand-led and holistic capacity strengthening in Africa, that will contribute to the successful implementation of CAADP-NAFSIPs.

B. Objectives of the Assignment

ASARECA seeks to commission a consultancy to undertake the assessment of qualitative human capital requirements and forecasting of future human capital demands to spur and sustain productivity growth in Ethiopia’s agriculture. A suggested generic methodology of the assessment and forecasting will be availed by ASARECA.

C. Scope of Work

The specific actions by the consultant will be:

1. Determine and secure available country data sets as a basis for assessing and forecasting human capital in agriculture for the country
2. Employ the validated methodology or its customized variant to assess and forecast human capital in agriculture for the country
3. Compile an incisive report of the country human capital assessments and forecasting and present the report to a constituted stakeholder validation forum
4. Incorporate stakeholder comments to compile the final validated report and submit the report to ASARECA

D. Outputs or Deliverables for each consultant

1. An inception report covering the background, objectives, methodological approach, work plan and deliverables;
2. A draft report
3. A Power Point presentation to a National Stakeholders workshop
4. A final report incorporating the comments of stakeholders

E. Duration of the Assignment

An inception report must be presented to ASARECA by 31st March 2016. The draft report must reach ASARECA by 30th April 2016. The deadline for submission of the final report will be agreed upon between ASARECA and the

consultant, depending on the appropriate time for the National validation workshop. The consultant will be expected to hold consultations and work with the AHC-STAFF National implementation team in Ethiopia.

F. Qualification and Experience

ASARECA is looking for an individual with the following qualifications and experience:

1. Minimum of an MSc but preferably a PhD degree in economics, applied statistics, agricultural economics, or development studies
2. Have over 15 years professional or post-PhD/MSc experience, with evidence (publications or testimonials) of similar econometric studies undertaken
3. Demonstrate a thorough understanding of the current African agricultural development agenda (e.g. the CAADP country processes) FARA, and the sub-regional organizations, specifically ASARECA
4. Be conversant with contemporary thinking on capacity development for agricultural innovation
5. Be hands-on with quantitative techniques of (e.g. social) data analysis
6. Have demonstrable ability to write concise technical papers and synthesis reports

G. Applications

Interested individuals are required to send their technical and financial proposals via email to:

The Procurement and Contracting Officer

ASARECA Secretariat

P. O. Box 765, Entebbe

Uganda

Email: procurement@asareca.org [1]

A comprehensive profile and CV must be presented in the technical proposal. For any further clarification, you may contact the Head, Partnership and Capacity Development on pcd@asareca.org [2]

Closing date: 15th March 2016

APPENDICES

Appendix 1: Suggested data Sources

1. Educational and occupational profiles of employment in various segments of the organized sector maintained by the Ministry of Labor or other national and international employment agencies e.g. ILO
2. Sector employee database maintained by the Ministries of Agriculture, Land, Livestock, and Forestry or Directorate of Personnel Management
3. Qualitative information for forecasting that relate to the frequently-changing labor market indicators obtainable directly from various stakeholders through questionnaires and key informant interviews.

•

Annex 3: Guidelines for report writing

1. The report should be a maximum of 50 pages, inclusive of figures, tables, and annexures.

2. The global format should be as follows:

1. An executive summary of methodology, main findings, conclusions and recommendations on the perceived framework for addressing the inherent capacity issues, especially human capacity. Maximum 3 pages.
2. An introductory section briefly outlining the country context, an overview of related studies and data, ending with a statement of the objectives for the assignment. Maximum 7 pages.
3. A clear outline of the methodology used in the study. Maximum 4 pages.
4. Main findings from the study clearly tabulating data. (Maximum 30 pages)
5. Attendant discussions of data outlining the main capacity constraints and projections. This section may also include benchmarking with best practice elsewhere. A futuristic prognostication of human capital scenarios in agriculture and how to achieve them will also be in order. Maximum 10 pages.
6. A section on conclusions and recommendations. Maximum 3 pages.
7. Bibliography. Maximum 3 pages.
8. Annexes. Maximum 4 pages.

Start Date: Thu, 2016-03-03 08:00

Deadline: Tue, 2016-03-15 17:00

Date Published: Thursday, 03 March 2016

```
var switchTo5x = true;stLight.options({"publisher":"dr-92a03159-4afb-15b-7f1-ba7d53f5d6a"});
```

Source URL: <http://paap.asareca.org/announcements/call-expression-interest-terms-reference-consultancy-assess-and-forecast-qualitative>

Links

[1] <mailto:procurement@asareca.org>

[2] <mailto:pcd@asareca.org>