

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

Ministry of Agriculture and Animal Welfare

Male', Republic of Maldives



Ministry of Agriculture and Animal Welfare

Terms of Reference for Consulting Services

for

Environmental and Social Safeguards Officer

Ref No: MAP/CS/2024/12

Terms of Reference (TOR)

Environmental and Social Safeguards Officer

1. Client

- 1.1. The client for this assignment is Project Implementation Unit (PIU) under Ministry of Agriculture and Animal Welfare (MoAAW).

2. Background on project

- 2.1. The Government of Maldives (GoM) through the Ministry of Ministry of Agriculture and Animal Welfare (MoAAW) is implementing the Maldives Agribusiness Programme (MAP), which is jointly financed by GOM and International Fund for Agriculture Development (IFAD). The Project Implementation Unit (PIU) set-up within the MoAAW will manage the Program in accordance with the guidelines provided by the design report, implementation manual and under the guidance of the project steering committee and IFAD supervision missions.
- 2.2. The main aim of MAP is to enable small farmers in the Program area to sustainably enhance their production levels, increase income, secure food and nutrition for their household demands and deliver produce to connected markets.
- 2.3. The Programme will be of nation-wide scale, covering all regional and sub-regional hubs, clusters and islands where agriculture is undertaken by small farmers. The main Programme hubs for Programme activities are in region 1-3 are Haa Alif Hoarafushi for region 1. Haa Dhaalu Vaikaradhoo for region 2, and Shaviyani Milandhoo for region 3.
- 2.4. Component 1 of Enabling policy, institutions and services will be nationwide in scope covering all 19 atolls, 21 regions covering 188 inhabited islands of these 98 are inhabited where agriculture is practiced on around 800 registered hectares. Also belonging to the Programme area are 50 uninhabited islands leased for commercial agricultural purposes, with a total of 956 hectares of land of which 24 islands are actively doing agriculture on 582 hectares of land.
- 2.5. Component 2 of Climate smart production will initially focus on region 1-3, covering 3 atolls and 40 inhabited islands. Of these, 26 are inhabited agriculture islands with 280 hectares of registered land cultivated by 2,150 registered farmers, and 85 hectares cultivated by 645 non-registered farmers. Within this production area there are 6 active commercial islands cultivating a total of 250 hectares.
- 2.6. Component 3 of Market connection will initially focus on regions 1-3 during the first two years and then expand to regions 4-7 and eventually cover the whole country.

6. Consultant's qualifications and experience

6.1. Qualifications and skills

- 6.1.1.A recognized graduate university degree in in environmental sciences, environmental engineering, environmental studies, or equivalent
- 6.1.2.At least 5 years' experience working in the Maldives preferably with the government agencies involved in the field of Agriculture management, research, environment, and/or marine resources management;
- 6.1.3.Work experience in government or donor-funded projects and other relevant institutions will be an added advantage;
- 6.1.4.Proficiency in climate change impact and vulnerability assessments, as well as the identification and implementation of adaptation and mitigation measures.
- 6.1.5.Familiarity with the Government of Maldives, IFAD, and other international safeguards policies, environmental and social safeguard standards, and their practical application in development projects.
- 6.1.6.Experience in environmental and social mentoring, providing on-the-job training, and professional support
- 6.1.7.Demonstrates good oral and written communication skills in substantive and technical areas A thorough knowledge or demonstrated ability to rapidly acquire knowledge about environmental assessments, research processes, and procedures for performance monitoring and evaluation;
- 6.1.8.Excellent writing, editing, and analytical skills and capability of working independently. Fluent in written and spoken English and Dhivehi;
- 6.1.9.A high level of computer literacy is required. Familiarity with programs like Word, Excel and PowerPoint are required.
- 6.1.10. The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.
- 6.1.11. Demonstrates openness to change and ability to manage complexities
- 6.1.12. Willingness to travel to islands of Maldives where the project is being implemented (for short or longer durations, as per demand of the Project) is a must.
- 6.1.13. The successful candidate must understand the objectives and delivery mechanisms of the project. S/he must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative to overcome challenges.

