



Terms of References

Project Title: Conservation and sustainable use of globally important agro-biodiversity

Position: Project Agricultural Scientist

Level: SB3/3

Duration: 1 year

Remuneration: Gross 2.314 USD (subject to tax) plus social security package

Duty Station: Baku, Azerbaijan; Domestic travel will be required

Duration of Vacancy Announcement: 7 days

Project Background:

Azerbaijan is considered to be part of Vavilov's *Asia Minor* center of origin of cultivated plants.

In general, the wild relatives of cultivated crops in Azerbaijan are genetically diverse, locally adapted and represent a potential source of genes and alleles for adapting crops to the ever-changing environmental conditions and human needs of the country.

The project seeks to: (i) improve the protection of viable populations of indigenous wild relatives of crops and local landraces in their natural habitats; (ii) augment the conservation of indigenous wild relatives of crops and local landraces in plant gene banks to ensure an adequate source of genetic resources for plant breeding; and (iii) increase the production, and extent of use, of local landraces in agricultural small holdings and commercial farms.

The project will be implemented in three regions - Sheki, Goranboy and Goychay. Within these three rayons, the project will further focus on selected crop wild relatives, cultivated native species and cultivated landraces of wheat, vegetable and forage crops.

The project has been structured into three complementary components.

The first component will seek to expand the state of knowledge of agro-biodiversity, enhance the conservation of this agro-biodiversity and increase the intensity and extent of use native crops in the agricultural sector in the three project regions.

The second component will seek to build the capacities of, and improve the collaboration and cooperation between, agricultural institutions and small farmers in order to improve agricultural productivity and reduce land degradation using native crops (i.e. the targeted crop species) in the three project regions.

The third component will seek to strengthen incentives that encourage the planting of, and improve access to commercial markets for agricultural products derived from, the targeted native crop species across the three regions.

Organizational Context:

The Agricultural Scientist will be locally recruited, based on an open competitive process. He/she will be responsible for coordinating the direct implementation of all field-based project activities in the targeted rayons, including the supervision over any field-based project staff, contracted consultants/service providers and sub-contractors. The Agricultural Scientist will report to the Project Coordinator for all of the project's substantive and administrative issues. Generally he/she will be responsible for assisting the state agricultural partner institutions in meeting their field-based obligations under the project. The incumbent will perform an important liaison role with the farmers, agricultural NGOs, research institutions, academic institutions and all other key stakeholders, and maintain close collaboration with any complementary local initiatives and programs. The Agricultural Scientist will assist the Project Coordinator in reporting, on a periodic basis, to the Steering Committee (SC).

Duties and Responsibilities

- Supervise and coordinate the work of all field-based project staff, consultants and sub-contractors;
- Prepare and revise project work and financial plans;
- Liaise with all relevant field-based government agencies, and all project partners, including donor organizations and NGOs for effective coordination of all project activities;
- Facilitate technical backstopping to field-based subcontractors and training activities supported by the Project;
- Provide inputs into the Combined Project Implementation Review/Annual Project Report (PIR/APR), Technical reports, quarterly financial reports, and other reports as may be required by the PC;
- Report progress of project to the PC;
- Document all field-based experiences and lessons learned;
- Ensure the timely and cost-effective implementation of all components of the project;
- Assist relevant government agencies and project partners - including donor organizations and NGOs - with the development of essential skills through training workshops and on the job training thereby upgrading their institutional capabilities;
- Coordinate and assist research, scientific and academic institutions with the initiation and implementation of any field studies and monitoring components of the project; and
- Carry out regular, announced and unannounced inspections of all project sites.
- Undertake other relevant matters assigned by the NPC.

Corporate Competencies:

- Demonstrate commitment to UNDP's mission, vision and values;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;

Knowledge Management and Learning

- Shares knowledge and experience;
- Actively works towards continuing personal learning, acts on learning plan and applies newly acquired skills

Development and Operational Effectiveness

- Proven ability to problem-solve, and think creatively to develop and implement smart business solutions in a challenging socio-economic environment;
- Ability to communicate effectively, both orally and in writing, is required to obtain, evaluate and interpret factual data and to prepare accurate and complete reports and other documents.

Leadership and Self-Management

- Focuses on result for the client and responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Remains calm, in control and good humored even under pressure;
- Demonstrates openness to change and ability to manage complexities

Job Knowledge/Technical Expertise - In-depth knowledge of the subject-matter

- Understands more advanced aspects of primary area of specialization as well as the fundamental concepts of related disciplines;
- Keeps abreast of new developments in area of professional discipline and job knowledge and seeks to develop him/herself professionally;
- Demonstrates comprehensive knowledge of information technology and applies it in work assignments;
- Demonstrates comprehensive understanding and knowledge of the current guidelines and project management tools and utilizes these regularly in work assignments;
- Have effective interpersonal and negotiations skills and ability to coordinate complex, multi-stakeholder projects and be able to think in a strategic manner on complex and difficult projects;
- Ability in effective communication with different stakeholders, and arrange stakeholder meetings and/or workshops
- Ability in training and working effectively with counterpart staff at all levels and with all local groups involved in the project;

Recruitment Qualifications:

- A post-graduate university degree in agricultural science, or similar;
- At least 5 years of experience in crop agricultural management;
- Working experience with the project local stakeholder institutions and agencies is highly desired;
- Strong drafting, presentation and reporting skills;
- Strong computer skills, in particular mastery of all applications of the MS Office package. Knowledge of GIS software will be an advantage;
- Excellent written and oral communication skills;
- A good knowledge of English and Azerbaijani is a requirement.