

## AU-IBAR

### Terms of Reference

#### Feed and Fodder Business Development Expert (Level P3)

**Location:** The African Union – InterAfrican Bureau for Animal Resources (AU-IBAR), Nairobi, Kenya

**Organization:** African Union Commission (AUC)

#### AU Values

- Respect for Diversity and Team Work
- Transparency and Accountability
- Efficiency and Professionalism
- Think Africa Above all
- Integrity and Impartiality
- Information and Knowledge Sharing

#### Organization Information

**Reports to:** Project Officer Resilient African Feeds and Fodder Systems (RAFFS) Project

**Directorate/Department:** Agriculture, Rural Development, Blue Economy and Sustainable Development

**Division:** AU-IBAR

**Number of Direct Reports:** 0

**Number of Indirect Reports:** 0

**Job Grade:** P3

**Number of Positions:** 01

**Contract Type:** Short Term/Consultancy

**Location:** Nairobi, Kenya

#### Purpose

The African Union Inter-African Bureau for Animal Resources (AU-IBAR) is a specialized technical office of the Department Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) of the African Union Commission (AUC). The vision of AU-IBAR is: “An Africa in which animal resources contribute significantly to integration, prosperity and peace”. Its Mission is: to provide leadership and integrated support services for the development of animal resources in Africa.

AU-IBAR’s mandate is to support and coordinate the sustainable development and utilization of animal resources (livestock, fisheries and wildlife) to enhance nutrition and food security and contribute to the wellbeing and prosperity of the people in the Member States of the AU. AU-IBAR is the main vehicle for the AU to develop appropriate and independent expertise to support and coordinate the sustainable development and utilization of animal resources to enhance food and nutrition security and contribute to the wellbeing and prosperity of the people in the AU Member States.

AU-IBAR is implementing an emergency three-year action titled “Evidence Driven Short Term Solutions to Build Resilience and Address the Adverse Effects of Crises on African Feed and Fodder Systems”, with short title of Resilient African Feed and Fodder System (RAFFS). The purpose of the RAFFS action is to understand the impact of the Triple Global Crises (3C’s:

Climate-Change, Covid-19, and Russia-Ukraine Conflict Crisis) on feed and fodder systems, and to build systematic capacities for data analytics for evidenced based decision making; policy, regulatory and institutional reform; and promotion of viable business and partnership models and solutions to address the vulnerabilities of Africa's feed and fodder systems.

**The Project Goal is** to respond to the worsening food and nutrition security occasioned by recent crises that have negatively impacted on African feed and fodder systems and production of animal sourced foods.

**Purpose:** To harness evidence driven solutions for short term interventions to enhance access to affordable and quality feed and fodder critical to ensuring sustainable production of animal sourced foods

The Feed and Fodder Business Development Expert within the Resilient African Feed and Fodder Systems Project will work with the Animal Production, Natural Resource Management and Resilience Expert to execute the action: Viable business models, Strategic Partnerships, Catalytic Interventions for Coordinated Action Supported to Attract Enhanced Investment for Short Term Solutions to Feed and Fodder Shortages.

### **Main Functions**

The position of the Feed and Fodder Business Development Expert will support delivery of the Resilient African Feed and Fodder Systems Project through coordination and execution of the activities on Viable business models, Strategic Partnerships, Catalytic Interventions for Coordinated Action Supported to Attract Enhanced Investment for Short Term Solutions to Feed and Fodder Shortages. This will include the coordination of actors, selection and application of viable business models, and formation of strategic alliances to steer the growth of feed and fodder sectors in the selected countries. This position will support assessment of impact of crisis on the animal feed and fodder sector, and identification viable business models, and coordination of multi-stakeholder efforts to enhance access to feed and fodder in the implementing countries. The Feed and Fodder Business Development Expert will work closely with AU-IBAR Gender Expert to develop and implement Gender-Smart Investment strategies and models.

### **Specific Responsibilities**

- Develop and support the implementation of selected business models and strategies to address feed and fodder shortages.
- Coordinate multi-stakeholder actions and processes towards feed and fodder production and increased investment.
- Facilitate linkages between supply-chain actors including public and private sectors, and financial institutions, and producer organizations.
- Support development of sector policies aimed at creating an enabling environment for feed and fodder solutions.
- Support documentation, knowledge management and adoption of best practices and viable models across the implementing countries
- Submit a monthly progress report on the implementation of this contract.

### **Academic and Professional qualifications**

- A minimum of post-graduate degree (Master's degree) in Agri-business or Business Administration, or related degree. A PhD will be considered as an added advantage.

- Professional certification in M&E, and or Project Management.
- Foundational training in financial management.

### **Relevant Experience**

- Minimum of ten (10) years of sector-level engagement in the feed and fodder sub-sector.
- Demonstrated experience in the development and delivery of viable models for enhancing access to quality and affordable feed and fodder.
- Evidence of supporting multiple-country feed and fodder programmes.
- Demonstrated experience in linking and coordinating multi-actors in the feed and fodder sector.
- Demonstrated experience in developing and implementing aggregation, functional financing, co-investment and risk management mechanisms to enhance access to feed and fodder.
- Experience in working for or with financial institutions, public, private and development sectors will be an added advantage.
- Evidence of participating in policy formulation or review in the feed and fodder sector. coordinating and feed and feeding policy reform.

### **Required Skills**

- Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the regions;
- Self-starter with the ability to strategically plan own work and follow-up on implementation;
- Sector related project development, management and implementation skills at national, regional and continental levels;
- Very strong writing, analytical and communication skills are necessary;
- Ability to complete assignments and tasks on time;
- Demonstrated ability to provide strong leadership and foster team environment is required.

### **Competences:**

Strategic Perspective

Skills development

Change Management

Managing Risk

Building Relationships

Learning Orientation

Communicating with impact

### **Functional Competencies**

Conceptual Thinking

Job Knowledge and information sharing

Drive for Results

Fosters Innovation

### **DURATION OF THE CONSULTANCY:**

The consultancy will be for a period of six (6) months renewable subject to performance and availability of funds

**GENDER MAINSTREAMING:**

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

**LANGUAGES:**

Proficiency in one of the AU working languages (Arabic, English, French, Kiswahili, Portuguese, and Spanish). Fluency in another AU language is an added advantage.

**EVALUATION CRITERIA**

Criteria	Scores (%)
Qualifications	20
General Experience	30
Specific Skills and Competencies	45
Language	5

**REMUNERATION:**

Indicative salary, according to AU regulation, of US\$ 44,994.72 (International Staff Salary) or US \$37,514.22 (National Staff Salary) for Level P3 Step 5, per 6 months of contracting. Payment shall be made monthly upon approval of progress reports.

Expenses for travel outside the duty station agreed with AU-IBAR, will be covered separately in accordance with the applicable African Union Commission rules and regulations.

**Medical and travel cover for consultant**

The consultant will be responsible for his/her medical and travel insurance cover/s during the duration of the consultancy.

**Duty station**

The consultant will be stationed in AU-IBAR offices in Nairobi, Kenya. Applicants should ensure that they have the capacity (logistics, permits etc.) to undertake this assignment from Nairobi.

Travel on specific assignments will be agreed with the AU-IBAR Management.

**Supervision and reporting**

The successful candidate will be under the direct supervision of the Project Officer and overall supervision by the Director of AU-IBAR.

**Submission of Application**

Applications should be submitted through email to: [procurement@au-ibar.org](mailto:procurement@au-ibar.org) and should include the title “**Feed and Fodder Business Development Expert**” in the subject of the email.

Applications should include the following:

- a) A Letter of Interest highlighting competence and suitability for the Position
- b) Detailed curriculum vitae
- c) Copies of academic and professional qualifications
- d) Completed declaration on exclusion criteria in the format attached
- e) Copies of identification documents

A Personal Data Protection and Privacy Statement is attached as information for the applicants.

**Application deadline**

Applications should be submitted to the address given above by **17:00hrs, 2<sup>nd</sup> April 2023, Nairobi Local Time.**

