



CPIU IFAD

Terms of Reference for Consulting Services

for

**Gender, Targeting and Social Inclusion Specialist
under Talent Retention for Rural Transformation Project**

Ref No: ***29/22 TRTP***

Submission date: 18 April 2022



Foreword

These terms of reference have been prepared by *CPIU IFAD* and are based on the 1st edition of the IFAD-issued standard procurement documents template for terms of reference available at www.ifad.org/project-procurement This document is to be used for the procurement of services in projects financed by IFAD.

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Terms of Reference (TOR)
The Talent Retention for Rural Transformation Project (TRTP)
Gender, Targeting and Social Inclusion Specialist

1. Client

The client for this assignment is The Consolidated IFAD Programme Implementation Unit (CPIU IFAD), which is responsible for day-to-day management and implementation of the Talent Retention for Rural Transformation Project which has established a robust and well-recognized track record of competent and diligent Programme management of IFAD's previous and ongoing projects.

2. Country background

Moldova is a small lower-middle-income economy. Although it is among the poorest countries in Europe, it has made significant progress in reducing poverty and promoting inclusive growth since the early 2000s. Agriculture is a central pillar of the Moldovan national economy and the main source of livelihood in rural areas. Shortcomings in Moldova's investment climate has limited the profitability of businesses, and the prospects of attracting new foreign investment and exports. The lack of employment opportunities in rural areas has led to the emigration of almost one third of the working age population, depriving rural areas of a key productive force.

3. Background on project

The Talent Retention for Rural Transformation Project (TRTP), the eighth IFAD programme in Moldova (IFAD VIII), was designed to be implemented during 72 months period, starting from 13th of January 2021 and completing 30th September 2026. The overall goal of the TRTP Project is a reduction in poverty and outmigration from rural areas through the enhancement of smallholder resilience to climate change. In addition to focusing on the rural poor, the project is designed to be youth sensitive, and also categorized as gender transformative. TRTP provides an opportunity to refocus IFAD investments on the smallholders in Moldova and build synergies with on-going Government and donor projects.

4. Background of the assignment

The **Gender, Targeting and Social Inclusion Specialist** is responsible for the overall guidance, management and implementation of the targeting and gender related activities as described in the [Financing Agreement](#)¹, [the TRTP Project Design Report](#)², [TRTP-Adapt Project](#)³, the TRTP Project Implementation Manual, TRTP Targeting and Gender strategy and in accordance to the IFAD and CPIU IFAD regulations.

The Specialist will pro-actively find solutions to problems, delays and bottlenecks to ensure that project implementation schedule is on track. In doing so the Specialist will be closely involved in every aspect of the project, will be responsible for supervising, guiding and closely overseeing the

¹ The Financing Agreement is available at: https://www.legis.md/UserFiles/Image/RO/2020/MO329-331md/acord_194%20eng.PDF

² The TRTP Project Design Report is available at: <https://www.ifad.org/en/-/document/republic-of-moldova-2000002242-trtp-project-design-report-october-2019>

³ The TRTP-Adapt Project is available at: https://www.adaptation-fund.org/wp-content/uploads/2019/09/AFB.PPRC_.25.10-Proposal-for-Moldova.pdf

Technical Assistance Agency responsible for providing mentoring to women beneficiaries (i) to increase their confidence, leadership and business acumen and allow them to fully take charge and ownership over their enterprises; (ii) to empower them to increase their assets base and finance their operations with advantageous interest rates; (iii) develop new – women led - business models which can be scaled-up and further developed with private sector financing.

The specialist will also work in close coordination with the CPIU components to ensure that 40 percent of all project beneficiaries will be women, and 40 percent will be youth, and that women farmers are especially included in project activities. Furthermore, the Specialist will also be responsible for gender analysis and integration at the community level, implementing gender initiatives and strategies, sensitizing stakeholders on gender issues, mainstreaming gender.

The specialist will provide strategic input and advice on gender across the work of the CPIU IFAD and will work within TRTP components teams to ensure that gender equality is mainstreamed within all project areas. The specialist will undertake analytical and advocacy work and will have responsibility for the management of partnerships that deliver specific measures, especially in the area of socio-economic and welfare gender-based aspects.

5. Overall objectives

The overall goal of the TRTP Project is to stimulate broad-based rural economic growth and reduce poverty through complementary investments. The development objective of the project is to enable the rural poor (especially youth, women and smallholders) to increase their productive capacity, resilience to economic, environmental and climate-related risks and their access to markets. The project will catalyse increased economic activity in the rural areas by targeting young entrepreneurs, women and small-holders with potential for income and employment generation, utilizing a diversity of interventions, including the provision of climate-resilient infrastructure and technologies, improved access to finance, mentoring, value chain strengthening and market integration. Special attention will be paid to develop off-farm employment opportunities for the youth in areas with growth potential such as food processing, artisanal products, hospitality development, including agro-tourism and other services.

6. Objectives of the assignment

The objective of this assignment is to contract an individual specialist to implement gender, targeting and social inclusion activities related to TRTP, that will work on a full-time basis under the general supervision of the project director and in close cooperation with components coordinators and the ME officer, the project targeting and gender specialist will be perform the following activities, with the purpose to manage implementation and to find solutions to problems, delays and bottlenecks by ensuring that project implementation schedule is on track. The gender, targeting and social inclusion specialist will be closely involved in every aspect of the Gender strategy implementation.

7. Scope of work

The Gender, Targeting and Social Inclusion Specialist shall undertake the following tasks:

7.1. Project implementation

- Advise and support the project manager, other members of the CPIU and field officers in the effective mainstreaming of targeting, gender and social inclusion in project activities.
- In close collaboration with the CPIU, develop full targeting and gender strategies and action plans to be updated regularly. Monitor its implementation regularly and report on results in the context of the gender Action Plan and in the periodic project progress report
- Work with each specialist in the CPIU in critically reviewing project design to see how each component or subcomponent addresses gender issues, and identify opportunities for strengthening implementation from a gender perspective.
- Review basic project implementation processes to provide feedback and suggestions on how to achieve the best possible project outcomes with respect to targeting, gender equality and women's empowerment, and social inclusion.
- Ensure that activities of the targeting and gender strategies are reflected in the following:
 - Preparation of the AWP/B;
 - Design and implementation of the project M&E system;
 - Project progress reports;
 - Project supervision.
- Contribute to the development of detailed TORs and tender documents of national and local service providers to various project components to ensure that target groups will be able to participate effectively in all components and meet the project's targets.

7.2. M&E and knowledge management

- Together with M&E and knowledge management staff, establish an M&E system that captures and analyses disaggregated data on gender and social inclusion.
- Document and share M&E, learning and communication products.
- Analyse data to ensure that there are no adverse impacts on target groups as a result of project implementation, and suggest remedial measures if necessary.

7.3. Capacity-building

- Assess capacities of CPIU staff, implementing partners, service providers and government partners to implement gender-related interventions and deliver on the project gender and targeting strategy
- Undertake regular capacity assessment on gender and social inclusion issues and provide capacity-building for staff at the field level, CPIU, implementing partners and service providers.

7.4. Communication

- Liaise with the IFAD country office and gender team on questions regarding gender in implementation, knowledge-sharing and other aspects.

- Serve as a channel of communication between the project and others working on gender issues in government, implementing agencies, other development projects and IFAD.
- Help project colleagues access the information they may need on gender issues and share good practices. Poverty targeting, gender equality and empowerment during project design

7.5 Advocacy and networking

- Be familiar with gender policies of the institutions linked to the project, including national policies and those of ministries, implementing institutions and financing agencies, including IFAD.
- Establish linkages with other gender, women's or social inclusion Programmes implemented by national, international and intergovernmental agencies. Present evidence-based information on good practices in gender equality and women's empowerment in national forums.

8. Capacity building and transfer of knowledge

The Gender, Targeting and Social Inclusion Specialist shall endeavour to build organizational knowledge and exchange lessons with colleagues through formal and informal mechanisms set by management

9. Reports and schedule of deliverables

N/A

10. Specialist's qualifications and experience:

The key criteria for shortlisting are the following:

Criterion	Weight
1. General qualifications:	15
A master's degree in social sciences, rural development or related discipline	10
Participation in specialized international training courses on gender, targeting and social inclusion is an advantage	5
2. Specific previous experience in the field for vacant position:	30
At least 8 years' experience working in gender, women empowerment and social inclusion issues;	10
Experience in projects integrating targeting and gender considerations across components/activities and M&E;	10
Experience in agricultural and rural development projects;	5
Experience in designing and delivering training modules	5
3. Competencies (through Interview for candidates that score at least 35 points on the above criteria 1 to 2):	55
Language skills: Fluency in English and Romanian; good in Russian	10

Excellent communication (especially written communications; group facilitation skills), networking and coordination skills with various stakeholders	10
Highly motivated and committed to poverty alleviation and gender equality;	10
Competency technical test	15
Computer management skills especially office productivity tools	10
TOTAL	100

A consultant will be selected in accordance with the ICS procurement method set out in IFAD' project procurement handbook that can be accessed via the IFAD website at <https://www.ifad.org/documents>. The top ranked consultant will be invited in due course to submit a technical and financial proposal that will be evaluated and negotiated. The passing score for shortlisting is 70%.

11. Location and period of execution

The finalist will be offered a fixed-term employment contract based on 40-hour weekly work Programme at the Consolidated Unit for the Implementation of the IFAD Programs headquartered located in Chisinau city, Stefan cel Mare Av. no. 162.

The renewal of this contract is subject to the successful performance evaluation indicators of the employee.

12. Project coordination

The Gender, Targeting and Social Inclusion Specialist will report to the project director and work in close cooperation with the CPIU involved departments.

13. Services and facilities to be provided by client

The CPIU IFAD will provide working space, office equipment and communication facilities (including access to the Internet), as well as any other necessary means and support for specialist in order to carry out this assignment.

14. Services and facilities to be provided by the specialist

The consultant will need to provide for own transportation and personal communication tool.

For the consultant will be set a three-month probation period, which will start from the date of contract signing.