

**SINDH WATER AND AGRICULTURE TRANSFORMATION PROJECT  
PROJECT MANAGEMENT UNIT/AGRICULTURE DELIVERY UNIT**

**REQUEST FOR EXPRESSION OF INTEREST  
(INDIVIDUAL CONSULTANTS)**

**COUNTRY: SINDH, PAKISTAN**

**PROJECT: SINDH WATER & AGRICULTURE TRANSFORMATION (SWAT)**

**PROJECT ID: P167596**

**CREDIT NO: 7255-PAK**

**ASSIGNMENT TITLE:** Procurement of Consultancy Services of individual consultants **(i) Program Implementation Advisor (ii) Monitoring & Evaluation Specialist (iii) Environmental and Safeguard Specialist (iv) Agribusiness & Marketing Specialist (v) Senior Civil Engineer** for Sindh Water & Agriculture Transformation (SWAT) Project.

The Government of Sindh has received financing from the World Bank towards the implementation cost of the Sindh Water & Agriculture Transformation (SWAT) Project and intends to apply part of the proceeds for the services of Individual Consultants.

The Agriculture Department has established a Project Implementation Unit (PIU) also called the Agriculture Delivery Unit (ADU) at Hyderabad, to manage the implementation of Component-3 & 5. These positions are part of the ADU. While the ADU is providing the overall management, the work is divided among the various wings within the agriculture department.

In purview of the above, the services of five professionals **(i) Program Implementation Advisor (ii) Monitoring & Evaluation Specialist (iii) Environmental and Safeguard Specialist (iv) Agribusiness & Marketing Specialist (v) Senior Civil Engineer** are required. Interested applicants (male/female), who meet the required qualification/experience criteria are invited to apply. The Detailed Terms of Reference (ToRs) of each individual consultants/ Specialists are available on the website: <https://swatagriculture.gos.pk>

<b>S.#</b>	<b>Positions</b>	<b>Required Qualification and Experience</b>
<b>1.</b>	<b>Program Implementation Advisor</b>	<ul style="list-style-type: none"><li>• Master's degree in Management, Agriculture, Business Administration/Economics/Social Sciences and other related fields from a well-reputed HEC recognized national or international University.</li><li>• At least 15 years' experience in the development sector including at least 10 years in project planning and management dealing, preferably, with agriculture, irrigation, and livestock sectors.</li><li>• Experience working with local communities, CBOs, farmers' organizations and business associations.</li><li>• Experience working public and donor funded projects including those by UN agencies, World Bank, ADB and other international organizations.</li><li>• Thorough knowledge in development theories, programming especially agriculture programs and policies, agriculture trade, food safety, food security, land-tenure, macroeconomic, legal, and policy framework.</li><li>• Ability to generate creative ideas to plan, organize, implement policy and program decisions.</li><li>• Capacity and ability to critically evaluate project management issues and suggest solutions.</li><li>• Initiatives to carry out assigned tasks independently.</li><li>• Strong analytical and writing skills and proficiency in drafting reports.</li></ul>

		<ul style="list-style-type: none"> <li>• Ability to perform quantitative data analysis.</li> <li>• Good computer literacy including knowledge of MS Office and internet operations</li> <li>• Written and oral fluency in English. Knowledge of other local languages is an added advantage.</li> <li>• Excellent communication skills</li> </ul>
2.	<b>Monitoring and Evaluation Specialist</b>	<ul style="list-style-type: none"> <li>• Master's Degree (minimum sixteen years of education) in Business Management (MBA)/ Project Management/ Research Methods/ from reputed HEC-recognized national University/ institute.</li> <li>• Minimum 10 years of relevant work experience with a progressive level of responsibility in the public or private sector in monitoring &amp; evaluation roles and/or positions.</li> <li>• Proven track record and expertise in rigorous qualitative and quantitative research and implementation of analytical methods.</li> <li>• Demonstrated experience in managing dashboard monitoring systems.</li> <li>• Proficiency in the use of ICT and job-specific applications including Microsoft Office, SPSS or statistical Analysis tools.</li> </ul>
3.	<b>Environmental &amp; Safeguard Specialist</b>	<ul style="list-style-type: none"> <li>• Must have 18 years of education with a Master's Degree in environmental studies and Sociology/Social science from a reputed HEC-recognized national University/institute. The candidate having a master's degree by research work or with equivalent foreign qualification from accredited university will be given preference.</li> <li>• Must have international certifications in health and safety.</li> <li>• Minimum 08 years of verifiable work experience in the public and private sectors in the field of environmental and social safeguards implementation and management, and on similar nature of foreign-funded projects i.e. World Bank.</li> <li>• The candidate should have sound knowledge of environmental and social screening, assessment, monitoring and implementation, E&amp;S management framework, environmental and social management plans, E&amp;S risk and mitigation, implementation, and institutional arrangements of the safeguards.</li> <li>• The candidate should have experience with the integration of cross cutting environmental and social dimensions including stakeholders engagement and grievance redressal mechanism</li> <li>• Personal motivation, focus, and ability to work effectively and independently with the donor's environmental safeguard team.</li> <li>• Written and oral fluency in English, Urdu, and Sindhi is required.</li> <li>• Computer and E&amp;S report writing skills are also desired.</li> </ul>
4.	<b>Agribusiness &amp; Marketing Specialist</b>	<ul style="list-style-type: none"> <li>• A Master's degree in agricultural sciences, agriculture economics, development economics, agricultural marketing, business management, agribusiness development and related social sciences.</li> <li>• Minimum of 10 years experience with at least 5 years of experience in value chain development.</li> <li>• Experience in grants management and business plan development.</li> <li>• Knowledge of the agriculture marketing/trading (Mandi) system of Pakistan.</li> <li>• Excellent communication skills and ability to write briefs and reports.</li> <li>• Written and oral fluency in English and knowledge of other local languages is an added advantage.</li> </ul>

5.	<b>Senior Civil Engineer</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in Civil Engineering from a recognized university (Master's in Construction Management preferred) and Valid registration as an engineer with the Pakistan Engineering Council.</li> <li>• Minimum of 7 years of experience in civil engineering for building projects, including at least 3 years in design and supervision (covering BoQ preparation, IPCs, quality control). At least 4 years of experience in building construction management, preferably with large or international firms, including knowledge of construction management software.</li> <li>• Proficiency in MS Office and internet usage; knowledge of construction management software is an advantage.</li> <li>• Proficiency in written and spoken English; knowledge of local languages is a plus.</li> <li>• Female candidates are encouraged to apply.</li> </ul>
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An individual consultant will be selected through a competitive process in accordance with "World Bank: Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" November 2020.

Interested consultants may submit their Expressions of Interest in the form of Cover Letter along with CV and supporting documents through courier on following mentioned address within 15 days of advertisement. Job responsibilities (TORs) for subject positions are attached and have been provided on project website <https://swatagriculture.gos.pk>

Only shortlisted applicants will be contacted, the successful candidates will be offered competitive market-based remuneration package.

**Project Director,**

**Agriculture Delivery Unit/PMU**

**Sindh Water and Agriculture Transformation (SWAT) Project**

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