

## **Terms of Reference**

### **Support to Government of Moldova to Millennium Challenge Corporation Compact Elaboration (Transition to High Value Agriculture Project Director) INTERIM POSITION**

#### **1. Background**

The Millennium Challenge Account (MCA) is an initiative of the United States to support policies and programs that advance a country's progress in achieving sustainable economic growth and poverty reduction.

The Republic of Moldova has undertaken a number of structural reforms, among which the regulatory reform project leading to eased administrative burdens and more transparent regulation of the entrepreneurs; the central public administration reform project leading to a more effective and efficient governance; and the public finance management project aiming at increased accountability and transparency with regard to public finances. Besides these important projects, the Republic of Moldova has to strengthen its capacity to respond to the challenges of European integration.

The engagements of the Government of Moldova to continue the needed actions and reforms towards improving the investment climate, raising efficiency of the public sector resource management, strengthening the social protection system, providing investments for education and public health, as well as corruption control, offers a new boost for private sector development aimed to contribute to rendering quality services to people and ensuring a sustainable country growth.

To provide further incentive for policy reform, Millennium Challenge Corporation (MCC) established a Threshold Program for countries that demonstrate a significant commitment in meeting the eligibility criteria. By awarding a grant of USD 24.7 mln from MCC, the Republic of Moldova has been accepted to implement its Threshold Country Plan targeted to fight and prevent corruption in various areas.

On November 8, 2006 the MCC Council selected the Republic of Moldova as an eligible country for Millennium Challenge Account development assistance. Recognizing that development is achieved by country's own efforts, policies, and people, Millennium Challenge Corporation (MCC) gives the opportunity to identify priorities for achieving sustainable economic growth and poverty reduction in a broad consultation with the society.

The MCA program is usually reflected in a Compact Agreement that defines responsibilities and includes measurable objectives and targets to assess the progress in economic growth and poverty reduction. As an eligible country, Moldova was invited to develop and submit to Millennium Challenge Corporation (MCC) a proposal that can form the basis for future negotiation of Compact.

During Spring/Summer 2007, a team established within the Government Office of Republic of Moldova (MCA Moldova) conducted a deep analysis of binding constraints to economic growth as a first step in developing country's proposal to MCC. The analysis identifies core

barriers to growth and development and provides a logical basis for future proposal. According to it, the infrastructure and investment climate were the binding constraints at the moment. The analysis' results were widely discussed, tested and confirmed during extensive public consultation events in June-July 2007. In September 2007, MCC formally acknowledged the good quality of report. In February 2008, MCA Moldova has formally submitted to MCC a country proposal targeting at the reduction of identified constraints. The proposal had 4 investment projects, 2 of them had been selected by MCC for further study and refinement (Due Diligence), and namely the Roads Rehabilitation Project and Transition to High Value Added Agriculture Project.

During 2008-first half of 2009, further work has been carried together by MCC and MCA Moldova on refinement of the abovementioned two projects (Agriculture and Roads). Multiple background studies have been performed, including:

- Feasibility Study for proposed segments of roads
- Feasibility Study of 16 Central Irrigation Systems (CIS) proposed for rehabilitation
- Land rights and land market access study
- Access to Agricultural Finance Study
- Irrigation Management Transfer Study
- Legal study in the area of Water User Associations and Water Law
- Agricultural Market Overview
- Farms Survey in proposed 16 CIS

The draft final project design was consequently developed and in July 2009, the MCC Investment Committee has reviewed the refined proposal and forwarded it to Investment Board, which notified US Congress on its intention to begin negotiations of Compact Agreement with the Government of Moldova. In September 2009, the two-week period of Congressional notification has ended with no objections recorded from US Congress. In November 2009, Government of Moldova and MCC have successfully completed negotiations of Compact agreement, and defined the design of Compact's project and budget.

The final Compact Program design as of November 2009 consists of:

- A. Roads Rehabilitation Project (Sarateni-Soroca-Drochia Junction road)
- B. Transition to High Value Agriculture Project, made of the following Activities
  1. Rehabilitation of up to 11 Central Irrigation Systems Activity, targeting the rebuilding of up to 11 CIS that take water from Prut and Nistru rivers, with command area of approximately 15,500 hectares (for the 11 CIS)
  2. Irrigation Sector Reform Activity, targeting at transferring the management of rehabilitated CIS from state to newly formed Water Users Associations and at installing sustainable water management based on river basin principle.
  3. Access to Agricultural Finance Facility for enabling investments in post-harvest infrastructure.
  4. Growing the Sales of High Value Agriculture Products, an activity targeting the expansion of agricultural marketing opportunities for farmers and agribusiness, to be co-financed under Compact and implemented by USAID.

It is expected that the Compact Program will be signed at the end of 2009. In the meanwhile, the Government of Moldova will officially set up and launch Millennium Challenge Account,

or MCA-Moldova, as public national entity responsible on 5-year implementation of Compact Program in Moldova. The MCA-Moldova will administer the Compact, directly or through procured Contractors, including but not limiting at, the activities related to:

- General program administration and oversight
- Supervision of contractors and works
- Assisting contractors and suppliers in their relationships with government sector
- Procurement and financing of contractors and activities
- Monitoring and evaluation
- Audit

## **2. Description of Assignment**

### **2.1 General Description and Scope**

The incumbent will act as Interim Director for the Transition to High Value Agriculture (THVA) Project of the Compact program.

The overall scope of assignment is duly execution of tasks on MCA Moldova/MCC agenda pertaining to the THVA Project as currently expressed in the draft Compact Agreement and in existing preliminary working plans. Special focus will be made on doing needed work to successfully launch the ISR and AAF activities and getting detailed financial and work plans in place.

As interim THVA Project Director, the incumbent will be responsible on attaining the objectives listed in Section 2.2 and 2.3 below. He/she will work as part of current team of consultants, including the MCA Moldova Compact development team. Needed documents and start-up support will be provided.

### **2.2 Activities**

The incumbent is expected to assume leadership on THVA Project startup activities and perform the following key tasks:

- A. Contribute towards the refinement of the general THVA project logic, development of THVA Project Work Plans and detailed financial plans so that those fully comply with the Compact Agreement.
- B. In collaboration with the CIS Activity Interim Director and Legal Advisor, provide support to the establishment of the project implementing entity (Apele Moldovei) for the CIS and ISR Activities, developing a draft Implementing Agreement and hiring of implementation teams.
- C. In collaboration with the Credit Line Directorate (CDL), provide support to the establishment of the AAF project implementing entity, developing a draft Implementing Agreement and hiring of an implementation team as part any needed implementation staff as part of the AAF Implementation Agreement.
- D. Finalize the ISR project design, including final version of ISR TOR, working arrangements, schedules, details, interactions with involved state bodies etc.
- E. Coordinate with the MCA Procurement Manager to prepare the RFP for the ISR Project Management Firm responsible for implementation the Irrigation Sector Reform Activity on behalf of Apele Moldovei and MCA Moldova.

- F. Develop in collaboration with the CLD the draft TOR for the AFF Activity Project Manager.
- G. Develop a detailed MS Project Work Plan for the ISR and AAF Activities, to be incorporated with the CIS Work Plan into the THVA Project MS Project (Master)Work Plan
- H. Supervise, coordinate and assist the process of approval of new Law for Water User Associations, which would set the basis for registration of new WUA, their activity and the legal basis for transfer of management of irrigation systems from state to water users (the draft of WUA law is finalized and will be presented to the GOM in December 2009).
- I. Jointly with MCA Environmental Expert, supervise, coordinate and assist the process of development and approval of new Water Law or amendment of existing Water Code which would set basis for sustainable use of water resources.
- J. Cooperate with Monitoring and Evaluation Expert on the conception and planning of future surveys targeted to capture the expected impact of the THVA Project.
- K. Other tasks as assigned by the MCA Moldova Compact Development Team.

### **2.3 Results**

Key expected results for the contracting period are:

- A. RFP for ISR Project Management Firm acceptable to MCC is released.
- B. Detailed MS Project (Master) Work Plan for the THVA Project (and incorporating detailed plans for all four activities) acceptable to MCC
- C. Draft Detailed Financial Plan for the THVA Project and all its components acceptable to MCC
- D. Draft (final) Implementing Agreement for Apele Moldovei, acceptable to MCC, including detailed roles and responsibilities for both the CIS and ISR Activities and position descriptions for team members responsible to support implementation
- E. Draft (final) the Implementing Agreement for AAF, acceptable to MCC Draft (final) of the TOR for the AAF Project Management Firm Draft (first) of the HVA Post Harvest Fund Policies and Procedures Manual
- F. The WUA Law is accepted by the Government and submitted to the Parliament.

### **3. Time frame, duration of contract and institutional arrangements**

The public entity MCA Moldova, financed from Compact funds, will be officially launched in the next several months. MCA Moldova will then employ a strong team of professionals through open competitive procurement, for full 5 year Compact time frame.

The present TOR covers the interim position, until the Compact funds are made available and MCA Moldova runs open procurement for full positions. The contract carries no expectation of renewal or insurance of transfer to full term, however, an incumbent who demonstrates excellent performance will be strongly encouraged to apply for full 5 year position.

The timeframe for the work of the incumbent under this assignment is from December to March, 31<sup>st</sup> 2010. The incumbent will work under the leadership of interim MCA Moldova Team Leader.

#### **4. Qualification Requirements**

- University degree in agriculture, economics, business management, policy or other relevant field.. Advanced university degree is preferable.
- Minimum of 5 years of demonstrated practical experience in several of the following fields: agriculture and irrigated agriculture, development of rural NGOs and cooperatives,, agricultural training, participatory planning;
- Project management experience is required;
- Experience in donor-financed projects is a plus;
- Strong analytical and report writing skills;
- Ability to work in multinational and multipartite environment;
- Fluent in spoken, written Romanian;
- Good command of spoken and written English is mandatory;
- Excellent computer skills (MS Office MS Project 2007);
- Experience in drafting terms of reference (ToR) is required.