

VACANCY ANNOUNCEMENT FOR A FIXED-TERM CONTRACT
AICS - Italian Agency for Development Cooperation – ISLAMABAD OFFICE

Vacancy Code: 09/AICSISLAMABAD/2021

Job title: Senior Advisor - Agriculture & Natural Resources

Fund: AfNePak - AID 9279

Relevant Norms:

Italian Law 11 August 2014 n. 125 “*Disciplina generale sulla cooperazione internazionale per lo sviluppo*”.

MAECI (Ministry of Foreign Affairs and Development Cooperation) Decree 22 July 2015 n. 113 “*Regolamento recante “Statuto dell’Agenzia italiana per la Cooperazione allo Sviluppo”* with specific reference to section 3, art. 11, para. 1, letter c).

Italian Agency for Development Cooperation – Director Decree n. 334 of 5 November 2019

AICS Islamabad Office

announces

The opening of a selection for a **Senior Advisor – Agriculture & Natural Resources**.

DETAILS AND OBJECTIVES OF THE POST

1. JOB DESCRIPTION

Duty Station: AICS Office in Islamabad with field visits in the national territory and eventual smart working.

Type of contract: Fixed-term contract provided by the local legislation of Pakistan, in compliance with the fundamental principles of the Italian legal system.

Duration: 1st November 2021 – 31st July 2022, with 1 month probation period.

Total gross salary: 47.700€

Duties and Responsibilities: The assignment requires a combined solid theoretical and practical competence in the inception and initiation of rural and environmental development cooperation programmes through the Project Cycle. Under the guidance and supervision of the Director of the AICS Office in Islamabad, the **Senior Advisor - Agriculture & Natural Resources** shall have the ability to fit into a multidisciplinary group contributing to the overall success of the office's work. The capacity of carrying out extensive technical negotiations, surveys, assessments, and especially field visits till the most remote areas, and instrumental feedback, will represent for the entire AICS Islamabad Office an invaluable asset.

Interdiction to conduct other activities: It is prohibited to hire someone who has conducted entrepreneurial activities in Pakistan in the past three years and the person must not have conflict of interest that could affect his/her impartiality, pursuant to art. 53 of Italian legislative decree n. 165/2001, as amended by Italian Law n. 90/2012 and by AICS *Ethical and Behavioral Code* mentioned at paragraph n. 7. AICS reserves the right to verify, under penalty of exclusion from the selection procedure, the truth of

what has been stated by the successful Applicant.

Under the supervision of the Director of the AICS Office Islamabad and in coordination with other relevant staff, the **Senior Advisor in Agriculture & Natural Resources** will:

- a) **As to the soft loans**, ensure, in line with the DGCS / AICS Rural Development and Food Safety / LLGGOO Operating Guidelines, their development process according to the different current stages, in close liaison with the institutional and technical counterparts:
- For the “*Professional Capacity Building and Extension in Agriculture*” AID 10982, mainly focused on **Oliveculture**, carry out all the necessary planning and negotiation stages for the completion of the PC-I under the TVET framework for its approval, then provide the required assistance leading to the financing from the Italian Government for a prompt implementation. Ensure the monitoring of its implementation connected to the OliveCulture AID 12212 grant’s.
 - For the “*Italian Co-financing to the Economic Transformation Initiative in Gilgit Baltistan/ETI*” AID 10710 which is ready for implementation, contribute to the integration with IFAD and initiation of the Work Plans and their monitoring, including the provision of inputs for the tied component.
 - For the “*Development of the Command Area – Component 1 – Kurram Tangi Dam Project*” provide, the required guidance and assistance leading to the loan, including the required assistance leading to the financing from the Italian Government for a prompt implementation.
 - For the “*Program for Poverty Reduction (PPR)*” AID 9313 entrusted to PPAF, which is substantially completed but still requiring support and monitoring in some pending activities regarding **Oliveculture**, provide the necessary follow up. In addition, the Final Evaluation to be done by the World Bank also require the constant sharing with the Italian side during the entire process.
- b) **As to the Pakistan Italian Debt Swap Agreement (PIDSA) AID 8942**, provide, in close coordination with the institutional counterpart Economic Affairs Division (EAD) and Italian staff, all the needed support in order to complete the programme by June 2022. To this end: completion of the pending ones, including **Oliveculture** project, leading to the complete cancellation of the residual Debt and to foster the procedure for the transfer of assets as required, the organization of Management Committee meetings and procedures leading to the preparation of new project/s.
- c) **As to the grants:**
- “*OliveCulture (Holistic and Multi-professional Mechanism for a Pakistani Olive Oil Value Chain)*” AID 12212, support its inception and monitor the implementation of the activities entrusted to CIHEAM Bari, including its connection with the AID 10982 Program, in view of the creation of new professional figures and related training, to be certified, and in collaboration with the rest of the staff and with the competent Pakistani institutions, accompanying the connections with other olive projects or realities, especially in the 10710, 9313, 8942 Projects already mentioned.
 - “*Glaciers and Students - A Scientific Based Approach to Monitor Climate and Glaciers in Pakistan Mountain Regions to Support Hydrogeological Risk Prevention*” AID 12359, support its inception and monitor the implementation of the activities entrusted to UNDP, which shall benefit the AICS-funded and other Italian initiatives carried out in the past in the area as well as it must be linked to the current ETI initiative to ensure that Climate Change framework is taken in due account.
 - “*Acknowledging Pakistan through Youth – Sustainable Agriculture & Natural Resources component*” together with the AICS Islamabad’s experts competent for the other 2 components, prepare the new project in pipeline, with the counterparts, and following procedures towards implementation.
- d) **As to the cross-cutting issues, by supporting the Director and in synergy with the Office team**
- In carrying out planning and monitoring missions in all areas of intervention for the AICS Office.
 - In participating into inter/national platforms related to the areas of competence.
 - In the *Team Europe Initiative* on agri-food and the future *Wellbeing in Green* Conference in Karachi
 - In the development of the *Pakistan Italy Network* and in the collaboration to multimedia products.
 - In contributing to promote the importance of quality/income of value/supply chain products.
 - In developing innovative solutions for poverty reduction; and any necessary task agreed to.

2. REQUIREMENTS

2.1. Essential Requirements

- a) Age not exceeding 67 by the expiry of the contract
- b) Written evidence of physical ability to work.
- c) Bachelor's degree in agriculture, Engineering, Forestry, or any other related discipline with an environmental or/and ecological orientation with at least 20 years of professional experience. Other degrees of the same level may in any case be considered if accompanied by specific experience in the required fields.
- d) Experience on process of donor-funded grant and loan projects/programs in Pakistan and outside Pakistan for the approvals, implementation and monitoring on the fields of Rural Development/ Infrastructure/ Climate Change and Energy, as well as other relevant matters covered in Provinces for the execution of such endeavours with the line agencies and implementing partners.
- e) Proven experience on olive crop and/or fruit growing and/or other sustainable livelihood & food security endeavours, as well as on irrigation, infrastructure, rural electrification, environment, across Pakistan and elsewhere, through government line agencies, Donors, UN Agencies and Inter/National NGO.
- f) Excellent knowledge of English, both written and spoken (C1 level in the European Framework of Languages) and Urdu.
- g) Knowledge in the development of farm-to-fork food chains and/or agroecology and/or biodiversity.
- h) Knowledge and habitual and effective use of the main IT tools (e.g.: MS Office).

2.2. Preferential requirements

- a) Good knowledge of Italian, both written and spoken (B2 level in the European Framework of Languages), as an asset.
- b) Consolidated working experience in Pakistan and elsewhere with donors and international agencies, with proven experience in negotiating with the host government and project partners.
- c) Previous working experience with AICS/Italian Ministry of Foreign Affairs funded initiatives.
- d) Knowledge of European Procurement Procedure (PRAG).
- e) Active participation in international fora on Agriculture and Rural Development and Climate Change.
- f) Ability to rapidly adapt to manage programs to natural and non-natural risks, including the Pandemic Covid 19 impact, or to innovations for the protection and resilience of populations and their food security.

3. SUBMISSION OF APPLICATIONS

3.1. The submission of the application shall be duly signed and must indicate the number of the vacancy announcement. The application shall be written in English and include a **Legally Binding Self-declaration** (according to art. 46 and 47 of the Presidential Decree 28.12.2000 n. 445) indicating:

- a) surname, name, date and place of birth,
- b) residence,
- c) citizenship,
- d) full enjoyment of civil and political rights,
- e) absence of criminal convictions and absence of any pending criminal and accounting proceedings in Pakistan, Italy and abroad,
- f) have not incurred in the removal, dispensation, forfeiture or dismissal from employment in a public administration, in Pakistan, Italy and abroad.

Any false declaration will incur penal sanctions according to article 76 of Italian D.P.R. 28.12.2000 n.445.

3.2. The application shall include:

- a) Signed Curriculum Vitae in English in full Europass format, including the language score and the authorization to process the personal data.
- b) Signed Motivation letter in English.
- c) Signed Legally Binding Self-declaration.
- d) Copy of valid identity document.

All documents need to be dated and signed by the applicant.

The applicant must also indicate the address, telephone number, e-mail address for communications. In the absence of this information, the residential address will be used. The applicant must communicate any changes that have occurred after the submission of the application.

The application and all attachments must be received in non-modifiable format (pdf), no later than 12:00 (Islamabad time) on the 23/10/2021 to the following e-mail address islamabad@pec.aics.gov.it and cc to segreteria.islamabad@aics.gov.it **The Subject should read: 09/AICSLAMABAD / 2021**

4. EXCLUSION FROM THE SELECTION PROCEDURE

The following are causes for exclusion from the selection procedure:

- a) reception of submission beyond the deadline;
- b) lack of essential requirements (par. 2.1);
- c) lack of one of the elements specified in par. 3.1;
- d) lack of signature and date on the self-declaration document (par. 3.1).

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, a Commission of three members appointed by the Director of AICS Office assess the admissibility of the applications concerning the presence of the essential requirements and the absence of causes for exclusion. The exclusion is communicated to the candidates concerned.

Subsequently, the Commission evaluates the applications on the merits by assigning a maximum overall score of 100 points according to the following criteria:

QUALIFICATIONS (Max 70 points)

- Additional Educational qualifications other than the required one: up to 10 points
- Language skills: up to 10 points
- Professional experience: up to 40 points
- Other qualifications or professional skills: up to 10 points

INTERVIEW (Max 30 points)

Candidates who score at least 40 points in the assessment of qualification, are invited for an interview, following which a maximum score of 30 points is awarded. The interview will take place at the AICS Office in Islamabad, or via audio-video connection in the case of candidates who cannot go to the interview location.

The interview will be held in the language indicated in the vacancy announcement (even more than one if required) and might also assess with practical test the applicant's knowledge and experience, languages skills, his or her ability to carry out the assignment in question, and any other skills deemed useful to evaluate the candidate's profile with respect to the position to be filled.

The invitation to the interview will be communicated by e-mail to the address stated by the candidate at the time of the application. Applicants are not entitled to reimbursement of any expenses incurred in connection to the interview.

Following the interview process, it is drawn a list which includes only the candidates with an overall score above 60% of the maximum attributable (60 points).

6. RESULTS OF THE SELECTION

The candidate with the highest score in the ranking is declared the winner. He/she is informed by email or any appropriate other appropriate mean. The ranking list remains valid for one year and can be extended for another year for justified needs. In case of a renounce of the assignment by the winning candidate or early termination of the contract, the AICS may assign the position to the next candidate in the ranking list. In case of equal scores, the youngest either female candidate will be preferred.

The ranking list is published on the AICS and AICS Office Islamabad on the website.

7. PROTECTION OF THE PRIVACY

The submission of applications by the candidates implies consent to the use of their personal data, including sensitive data, by the staff assigned to the custody and storage of the applications and for the purpose of the selection process. The data processor is the head of the AICS Islamabad Office.

8. SAFEGUARD CLAUSE

At any stage of the selection process, the AICS Islamabad Office has the right at its sole discretion to terminate the recruitment process.

9. TRANSPARENCY

The vacancy announcement is published by AICS Headquarters and AICS Office Islamabad.

End