

VACANCY – POST ANNOUNCEMENT FOR A FIXED-TERM CONTRACT

AICS - Italian Agency for Development Cooperation – ISLAMABAD OFFICE

Vacancy Code: 11/AICISISLAMABAD/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 procedure of selection for a post of **Senior Advisor – Agriculture & Natural Resources**.

DETAILS AND OBJECTIVES OF THE POST

1. JOB DESCRIPTION

Duty Station: Islamabad with field visits in the national territory

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

Duration: 9 months, immediate, 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 different management phases of rural and environmental development cooperation programmes through the Project Cycle, based on the capacity of carrying out for/with AICS Director extensive technical negotiations, surveys, assessments, and especially field visits till the most remote areas, and to report accordingly. 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.

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 **Advisor in Agriculture & Natural Resources** will:

- a) **As to the soft loans**, ensure in close coordination with the AICS Director, in line with the DGCS / AICS Rural Development and Food Safety / LLGGOO Operating Guidelines, and the bilateral procedures, their development processes according to the different current stages of the programmes, in close liaison with the institutional and technical counterparts
- 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, 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**: support their design, preparation, inception, and closing procedures (es: AfNePak)
- d) **As to the cross-cutting issues, by supporting the Director in synergy with the Office team**
 - In carrying out planning and monitoring missions in all areas of competence 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 elsewhere 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, thru government line agencies, Donors, UN Agencies and Inter/National NGO
- f) Proven capacity to carrying out: technical negotiations, surveys, assessments, and especially instrumental field visits - till the most remote areas - and to report accordingly.
- g) Excellent knowledge of both English and Urdu (C1 level in the European Framework of Languages)
- h) Knowledge in the development of farm-to-fork food chains and / or agroecology and / or biodiversity.
- i) Knowledge and habitual and effective use of the main IT tools (eg: MS Office).

2.2. Preferential requirements

- a) Italian, both written and spoken B2 (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/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 managed 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 Annex 1 **Signed Legally Binding Self-declaration** (according to art. 46 and 47 of the Presidential Decree 28.12.2000 n. 445) duly dated and signed, related to the following compulsory elements:

- 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 compulsorily the following documents:

- a) Signed and dated Curriculum Vitae in English in full Europass format as in Annex 1, including the language level and the authorization to process the personal data.
- b) Signed Motivation letter in English.
- c) Signed Legally Binding Self-declaration as in Annex 2
- 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 11/11/2021 to the following e-mail address segreteria.islamabad@aics.gov.it

The Subject should read: 11/AICISLAMABAD / 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);
- lack of one of the elements specified in par. 3.1; lack of signature and date on the self-declaration document (par. 3.1) Points c) and d) are included in Annex 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 shall 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 reach it.

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 selected through proper scored list. He/she is informed by email.. The ranking list remains valid for one year and can be extended for another year for justified needs. In case of withdraw 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 or female candidate will be preferred.

The ranking list is published 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.