

TÜRKİYE CLIMATE SMART AND COMPETITIVE AGRICULTURAL GROWTH PROJECT (TUCSAP)

Terms of Reference PROJECT COORDINATOR

1. Background

The Ministry of Agriculture and Forestry (MoAF) has received financing from the World Bank in the form of a loan (hereinafter called “loan”) toward the cost of the “Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP)” (the Project). MoAF intends to apply a portion of the proceeds of this loan to eligible payments under the contract for which this Terms of Reference is issued.

The project will support the agri-food sector in transitioning toward a more sustainable, competitive and climate-smart growth orientation by enhancing capacity in a range of areas, including information generation and dissemination to contribute to sustainable soil and land-use planning/management; agricultural data collection and analysis; and animal health aspects, and by supporting innovation and the use of smart farming/climate-smart technologies and practices by farmers and agricultural enterprises. The project investments are expected to contribute to increased agricultural productivity/competitiveness, resilience, and sustainability. The Project will be implemented in targeted regions in Türkiye.

The implementation of the Project will follow World Bank’s fiduciary, environmental, and social policies and national requirements.

The Project will be implemented through four components, namely as (1) Institutional Capacity Strengthening for Climate Smart Agri-food Policy, Planning, and Investments, (2) Enhancing Animal Health Capacity for Effective Disease Surveillance, Diagnostics and Control, (3) Investments for Enhanced Productivity, Resource-Efficiency, and Climate Resilience, (4) Project Management, Monitoring, and Evaluation.

Component 1 will support the strengthening capacity for sectoral planning, with a specific focus on narrowing information gaps in relation to Türkiye’s soils and land natural capital, to contribute to their sustainable planning and management. Component activities will also enhance MoAF’s digital blueprint for data collection and information management to support smart policy monitoring and programming.

Component 2 will support two main activities: strengthening the capacity of Veterinary Control Institutes (VCIs) (Subcomponent 2.1) and support to establish the National Veterinary Medicinal Control Center (Subcomponent 2.2). The component will follow best practice (i.e., World Organization for Animal Health, EU) to support feasibility assessments, laboratory facilities, laboratory equipment, technical training for staff (as per the National Reference Laboratory defined plans for all laboratories), and information systems. Designs to maximize green and resilient (e.g., energy saving, seismic resistance) elements in infrastructure and equipment will be considered in the feasibility assessment.

Component 3 will support the dissemination, validation and adoption of Climate Smart Agriculture (CSA) technologies and practices, as well as Research, Development and Innovation (RD&I) efforts. The adoption of CSA technologies and practices will contribute to improved agriculture performance via productivity gains, cost reductions, more efficient

resource-use (fertilizers, pesticides, energy, water) and improved climate resilience, while also generating important climate mitigation benefits and reducing pollution. Investments under this component are also expected to generate key agricultural data to support decision making by farmers and enterprises and to inform policy design. The component will encourage the uptake and effective use of innovative/disruptive CSA technologies/practices by closing knowledge and skill gaps and by providing financial support and technical assistance to producers and enterprises. Subcomponent 3.1 will pilot a geothermal greenhouse business model to build infrastructure and mobilize private (including small/middle size) investors rapidly, while maintaining the advantages of a cluster. Subcomponent 3.2 will primarily focus on awareness creation, dissemination and providing co-funding opportunities for digitally enabled technologies and solutions (smart and precision agriculture). Subcomponent 3.3 will pilot and promote innovative approaches for manure management to overcome existing knowledge, physical and logistical barriers. Subcomponent 3.4 will support the implementation of the RD&I agenda around CSA in alignment with priorities identified in the recently launched Green Deal Plan including reducing the use of pesticides, enhancing nutrient management (through biofertilizers), and enhancing energy and water efficiencies and support climate-related assessments

Component 4 will support all project management functions. It will include support for a Project Coordination Unit (PCU) and Project Implementation Units (PIUs) for: (i) strengthening capacity for day-to-day project management of technical, fiduciary, Monitoring and Evaluation (M&E), Environmental and Social (E&S) issues; (ii) grievance redress, citizen engagement, and implementation of the communications; and (iii) M&E of project activities, including impact assessments, beneficiary satisfaction surveys, and development of an integrated system for project management and monitoring of project outputs and outcomes.

2. Scope and Objective

The objective of this assignment is to recruit the Project Coordinator. She/he will work under the Project Coordination Unit (PCU) at the General Directorate of EU and Foreign Relations (ABDGM), and will be responsible for the overall management of the TUCSAP Project to ensure that the project activities are carried out in accordance with the Project documents and WB procedures, principles, WB's Environmental and Social Framework (ESF) and national legislation, and for monitoring, evaluation and reporting of the performance and progress of the project.

The Project Coordinator will work in close cooperation with the Project Coordinator at the PCU.

The Project Coordinator shall report to the Project Director (General Director of ABDGM).

3. Qualifications and Skills

- University degree in an agriculture/economics/management related disciplines, an advanced degree will be an asset.
- Minimum 10 years of relevant working experience, with minimum 5 years of proven project management experience in projects funded by international organizations such as World

Bank, European Investment Bank, IFAD, etc. in the public sector, preferably in the agricultural sector.

- Solid experience in managing multidisciplinary teams; managing personnel both in person and through remote arrangements.
- Proven knowledge of the agriculture/climate related issues will be an asset.
- Analytical thinking and problem-solving skills.
- Excellent interpersonal and communications skills.
- Fluency in written and oral English and Turkish.
- Proficiency in key computer applications, e.g., Word, Excel, PowerPoint, MS Project
- Completed military service for male candidates.
- Ability to travel without restriction.

4. Duties and Responsibilities

Under the overall supervision of the General Directorate of European Union and Foreign Relations (ABDGM), the Project Coordinator will hold the following responsibilities:

- a) Provide overall leadership of the project objectives for agri-food sector in transitioning toward a more sustainable, competitive and climate-smart growth orientation.
- b) Undertake the overall management of the project, including reporting, monitoring and evaluation functions and report the performance and progress of the project to ensure that objectives stated in the relevant Project documents are achieved.
- c) Ensure that the project activities are carried out in accordance with the Project documents (See Annex 1), World Bank procedures and principles, and national legislation.
- d) Coordinate the revisions to the Project Operations Manual, including obtaining approvals by MoAF internal procedures and the World Bank.
- e) Oversee and coordinate Annual Work Plan and Budget (AWPB) preparation, with inputs from the PIUs, and ensure timely submission for MoAF's internal approvals and onward submission to the World Bank.
- f) Consolidate results/progress of annual plans, with the inputs and information provided by the PIUs and participating institutions.
- g) Follow up with the PIUs, on their respective proposals for the next year budget program to the Strategy and Budget Office of Presidency and its inclusion in the Annual Investment Program.
- h) Coordinate the meetings of the Project Steering Committee (PSC) and organize periodical meetings of the Technical Coordinating Committee (TCC), annual meetings, workshops and trainings related to the project.
- i) Present the progress of the Project to the Project Steering Committee and working with all PIUs to ensure that all problems are resolved to ensure project schedule.
- j) Develop, maintain and update project management and operational manuals informing the legal and other regulations governing the implementation of the project.

- k) Ensure that monitoring and evaluation activities of the project are carried out as planned, including oversee the establishment of the project central and field level Monitoring Information System.
- l) Support MoAF management and related units in undertaking, supervising and monitoring project activities to facilitate project implementation.
- m) Lead and supervise the PCU team, perform day-to-day management of the PCU consultants.
- n) Ensure the PCU team provides timely and appropriate support to PIUs as needed.
- o) Ensure continuous coordination and communication within MoAF related units and the PCU, and among MoAF, project partners and counterparts, such as the World Bank, Ministry of Treasury and Finance and Strategy and Budget Office of Presidency for the effective and timely execution of the Project.
- p) Ensure that all Project activities are carried out in compliance with the World Bank Environmental and Social Framework and with the project's ESF documents (Environmental and Social Management Framework, Stakeholder Engagement Plan, Labor Management Procedures, Resettlement Framework, Environmental and Social Commitment Plan) and other relevant E&S documents developed for the Project and that required reports are submitted regularly to MoAF and the World Bank, including incident reports, as required.
- q) Supervise the planning and execution of procurement activities and oversee the establishment and maintenance of an effective procurement system, to ensure that all procurement activities are carried out in accordance with the Procurement Plans, the Bank's no objections and procedures, guidelines and Project documents.
- r) Oversee the establishment and maintenance of an effective financial management system.
- s) Coordinate the development of transparent, accountable and auditable procedures and systems for uses of IBRD funds, to ensure that the funds are used in accordance with the relevant provisions of the project documents (Loan Agreement, Project Appraisal Document, Project Operations Manual, Financial Management Manual, Grants Manual, Project Procurement Strategy for Development (PPSD), Procurement Plan, Project Budget, Project Implementation Plan, annual work plan and budget and other Project documents) and in accordance with the relevant financial management and payment procedures, manuals and guidelines, ensuring that the external auditing of funds is done timely in accordance with the financial agreements and maintain financial records as per agreed with the World Bank.
- t) Monitor the issues or bottlenecks that may have an impact on the progress of the Project, to make suggestions for corrective actions, to recommend improvements for the acceleration of the Project, to MoAF management and to ensure corrective action is taken quickly by the PCU and service providers.
- u) Ensure that MoAF, World Bank, Ministry of Treasury and Finance and Strategy and Budget Office of Presidency and other reporting requirements are met, including but not limited to interim financial reports (financial monitoring reports), quarterly project reports, semiannual progress reports, semiannual monitoring reports on the Environmental, Social, Health and Safety (ESHS) performance of the Project, incident reports, contractors' monthly reports.
- v) Represent and promote the Project as required.

- w) Revise POM in cooperation with PIUs and PCU as needed.
- x) Ensure that all documents related to the project are properly filed, archived and protected.
- y) Support decision-making for grievance management work stream; oversee the responsible specialist for grievances; review grievance framework; facilitate timely resolution of grievances, ensure all grievances are recorded and responded as agreed with the WB. through the support of the environmental and social specialists of the PCU and the PIUs.
- z) Establish adequate internal controls to ensure the safeguarding and proper use of project assets.
- aa) Ensure all principles of integrity and good governance are upheld.
- bb) Perform other duties assigned emerging in the frame of this Terms of Reference.

5. Duration and Location of Employment

The position will be based in Ankara as a member of the Project Coordination Unit. The Project has a 6-year duration. The planned duration of service of the Project Coordinator is foreseen to start in the third quarter of 2022 and will end in the first quarter of 2028 corresponding to the closure of the Project or on the project's extended closure date. The Project Coordinator will be required on a full-time basis.

A two-month probation period will be applied, by renewable 1-year contracts, till the end of the implementation, if performance is satisfactory.

Annex 1: Project Documents

- Loan Agreement between the International Bank for Reconstruction and Development (IBRD) and Republic of Türkiye
 - General Conditions for IBRD Financing: Investment Project Financing (December 15, 2021)
 - The World Bank Procurement Regulations for IPF Borrowers – November 2020
 - WB's "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 and as of July 1, 2016 (Anti-Corruption Guidelines)
 - National regulations as and when become relevant
 - TUCSAP Project Procurement Strategy for Development (PPSD)
 - Project Operations Manual (POM) of Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP) (being prepared)
 - TUCSAP Environmental and Social Documents
 - Environmental and Social Management Framework (ESMF),
 - Stakeholder Engagement Plan (SEP),
 - Labor Managements Procedures (LMP),
 - Environmental and Social Commitment Plan (ESCP).
- (available at <https://www.tarimorman.gov.tr/ABDGM/Menu/160/Tucsap-Proje-Sayfasi>)
- TUCSAP Grant Manual (to be prepared)
 - TUCSAP Communication and Visibility Plan (to be prepared)

- TUCSAP Grievance and Redress Mechanism procedures (to be prepared)