

TÜRKİYE CLIMATE SMART AND COMPETITIVE AGRICULTURAL GROWTH PROJECT (TUCSAP)

Terms of Reference

(LEAD MONITORING AND EVALUATION SPECIALIST)

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 (WB) 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 sectorial 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, and 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.

The Project Appraisal Document includes a detailed Results Framework, defining indicators, indicator targets, means of verification, responsibilities, etc., which would be core element of the Monitoring and Evaluation system by the Project. The MoAF is to recruit a team to coordinate M&E responsibilities, the present terms of reference describe objectives and tasks to be performed by the Project's Lead M&E specialist.

2. Scope and Objective

In the scope of the Project, a Lead Monitoring and Evaluation Specialist needs to be recruited at the central level (PCU) to carry out the performance and impact monitoring of the project activities, prepare M&E related plan and reports as well as enable necessary coordination and provide assistance to the PCU and other PIUs under General Directorates.

The overall project M&E will be under the responsibility of the PCU, which will be supported by Lead M&E Specialist. The PCU will coordinate with the PIUs of respective GDs at the central level on M&E activities, including for collecting data on their respective activities and results indicators per the project's results framework. The PIUs will provide periodic reports to the PCU in agreed formats specified in the POM. Semi-annual Progress Reports for monitoring implementation progress and results will be prepared by the PCU and submitted to the PSC and the WB for information and decision-making on corrective measures and annual work plans and budgets. Semi-annual joint implementation support missions with representatives from the WB and GoT will ensure compliance with legal covenants and implementation progress.

Within the framework of the Project, an integrated Monitoring Information System (MIS) will be established, which will consolidate information needed for the assessment of implementation performance, but also to monitor achievement of indicator targets. Activities under the subcomponents will be used to monitor perceptions on the technologies and associated service provision dimensions, complemented with farm-based tools such as surveys and/or self-assessment tools, online platforms and farm fora. This stakeholder-based participatory nature of the monitoring activities will be complemented with more structured evaluations (using semi-experimental approaches, if possible) to assess the effectiveness, results and impact of the various technologies at field/farm level for different types of producers, crops and regional conditions. These evaluations will generate more robust evidence about the enabling conditions for successful use of the different technologies, the type and magnitude of benefits generated (economic, environmental), under which conditions technologies are profitable, and which type of support - technical and financial - is required. Together with user testimonies, the results of the evaluations will support the broader uptake of smart technologies by enhancing farmers' interest and willingness to invest, and financial institutions' willingness to finance them.

Given the pilot nature of some of the activities, the M&E system of the project will comprise both performance and impact monitoring. The project's approach to M&E comprises three main pillars: (i) monitoring project outcomes (PDO results and intermediate indicators); (ii) stakeholder-based monitoring approaches to understand adoption of technologies and perceptions of the benefits and tradeoffs of such technologies and associated service provision; and (iii) impact-based assessment approaches to understand the benefits of the technologies promoted by the project, particularly the most novel ones.

Lead M&E Specialist shall have the main responsibility in these studies.

Lead M&E Specialist shall report to the Project Coordinator and shall work in close collaboration with other relevant specialists in the project team, especially M&E Specialists.

3. Qualifications and Skills

- University degree in Statistics, Mathematics, Business Administration, Law, Engineering, Agricultural Economy, Accounting, Financial Management, and/or related fields, an advanced degree will be an asset,
- Minimum 10 years of general work experience,
- Minimum 5 years of experience in monitoring and evaluation system design, use and reporting in internationally financed projects/programs (such as World Bank, FAO, IFAD, UNDP or other local and/or international investment and development institutions)
- Experience in establishing baseline measurements and participatory monitoring methodologies will be an asset,
- Experience in working with Government institutions/agencies will be an asset,
- Experience in applying project evaluation and impact assessment methodologies will be an asset,
- Good computer skills in using the related professional software as well as office software, specifically software for statistical analysis (e.g. STATA, SAS, SPSS)
- Fluency in written and oral English and Turkish,
- Ability to travel without restriction,
- Teamwork skills,

- Analytical thinking and problem-solving skills,
- Completed military service for male candidates.

4. Duties and Responsibilities

- Lead to and coordinate the team of M&E Specialists which is responsible for providing technical assistance to PCU and PIUs for the overall M&E of the project activities and outputs including monitoring the physical progress of the sub-projects and post-implementation evaluation process.
- Lead to and coordinate the establishment and management of M&E Technical Working Group which will be established to further refine the overall M&E strategy for the project including alignment of measurement approaches and strategies for data capture, reporting and evaluation.
- Bear responsibility for developing, reviewing and updating the Project's overall Monitoring and Evaluation Plan and annual work plans to ensure proper data management for decision making at the different levels of the project.
- Scrutinize the relevant project documents (See Annex 1) including but not limited to the Loan Agreement, Project Appraisal Document (PAD), Project Operations Manual (POM) Annual Work Plan and Budget, E&S documents, and revise the Monitoring and Evaluation Plan (including PDO Indicators and Intermediate Results Indicators), and propose project effect and/or impact indicators, based on the PAD, detail the calculation methodology of each indicator of the results framework, propose key process/activity indicators to monitor the operational performance of the project and advise for effective implementation and/or revision of them when deemed necessary.
- Lead to and coordinate the establishment of the project baseline determining the initial values of the indicators of the results framework and other indicators that could complement the monitoring process and impact evaluation.
- Lead to and coordinate the establishment of Monitoring Information System
- Lead to and coordinate the design a methodology for monitoring activities including data to be compiled, and responsible units/persons to transfer the data, and frequency of data transmission according to the Monitoring & Evaluation Plan and establish a mechanism for quality assurance of the data collected in the project monitoring and evaluation process.
- Ensure regular collection and consolidation of data from PIUs (and other members of the PCU, as needed) according to the above mentioned methodology and mechanism,
- Design a methodology for the field visits/spot checks, and attend the field visits to be held within the scope of the project M&E activities when requested.
- Lead to and coordinate monitoring and evaluating the project performance by screening outputs, results and outcomes of the Project implementation based on indicators, targets and objectives set in PAD and POM,
- Revise POM in cooperation with PIUs and PCU as needed,
- Coordinate and manage the advices for any issues, risks or bottlenecks that have actual/potential impact on project progress and suggest corrective actions for effective, fruitful and fast project performance,

- m) Lead to and coordinate the preparation and submission of monitoring and evaluation reports to the Project Coordinator regularly, including semiannual progress reports to be submitted to Project Steering Committee and the World Bank,
- n) Lead to the preparation of the Annual Work Plan and Budget (AWPB) in the scope of M&E issues.
- o) Coordinate reproduction and circulation of reports, studies and other project documentation from other members of PCU Team as appropriate,
- p) Lead to and coordinate the preparation of Mid-term Review (MTR), Final Evaluation/Report and Implementation Completion and Results Report (ICR),
- q) Propose the methodology approach for the MTR and final evaluation to assess the relevance, effectiveness, efficiency, sustainability, and effects and/or impacts achieved by the project,
- r) Propose key process/activity indicators to monitor the operational performance of the project,
- s) Cooperate with the Lead Financial Management Specialist in order to set the format, frequency and content of the financial monitoring reports that will be delivered to the M&E team by the FM Specialists. These reports will be used to monitor budget realizations and availabilities as well as projects' financial performance and will be inserted into progress reports;
- t) Cooperate with the Lead Procurement Specialist in order to set the format, frequency and content of the procurement monitoring reports that will be delivered to the M&E team by the Procurement Specialists. These reports will be used to monitor contract implementation progress and fund commitment levels and will be inserted into progress reports;
- u) Supervise M&E Specialists to keep the physical and digital records of information and documents related to activities of monitoring, evaluation and reporting and ensure that necessary archiving and filing system is established
- v) Supervise M&E Specialists to cross check procurement data to be extracted from the monitoring reports with the STEP (Systematic Tracking of Exchanges in Procurement) for each sub-project regularly
- w) Provide technical assistance to encourage MoAF to introduce the measurement of gender indicators in their M&E system
- x) Perform other duties assigned by Project Coordinator 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 and the Lead M&E Specialist will be expected to travel to civil works sites and other relevant sites under the project throughout project implementation. The project has a 6-year duration. The planned duration of service of the Lead M&E Specialist 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 Lead M&E Specialist will be required on a full-time basis.

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)