



Terms of Reference

Consultancy Animal Production, Natural Resource Management and Resilience Project Expert

1. Introduction and Context

The African Union Inter-African Bureau for Animal Resources (AU-IBAR) is a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) of the African Union Commission (AUC). The vision of AU-IBAR is: An Africa in which animal resources contribute significantly to integration, prosperity and peace. Its Mission is to provide leadership and integrated support services for the development of animal resources in Africa.

AU-IBAR's mandate is to support and coordinate the sustainable development and utilization of animal resources (livestock, fisheries and wildlife) to enhance nutrition and food security and contribute to the wellbeing and prosperity of the people in the Member States of the AU. AU-IBAR is the main vehicle for the AU to develop appropriate and independent expertise to support and coordinate the sustainable development and utilization of animal resources to enhance food and nutrition security and contribute to the wellbeing and prosperity of the people in the AU Member States.

AU-IBAR is implementing an emergency three-year action titled 'Evidence Driven Short Term Solutions to Build Resilience and Address the Adverse Effects of Crises on African Feed and Fodder Systems', in short known as the 'Resilient African Feed and Fodder System (RAFFS) Project'. The purpose of the RAFFS action is to understand the impact of the Triple Global Crises (3C's: Climate-Change, Covid-19, and Russia-Ukraine Conflict Crisis) on feed and fodder systems, and to build systematic capacities for data analytics for evidenced based decision making; policy, regulatory and institutional reform; and promotion of viable business and partnership models and solutions to address the vulnerabilities of Africa's feed and fodder systems.

The action Goal is to respond to the worsening food and nutrition security occasioned by recent crises that have negatively impacted on African feed and fodder systems and production of animal sourced foods.

Purpose: To harness evidence driven solutions for short term interventions to enhance access to affordable and quality feed and fodder critical to ensuring sustainable production of animal sourced foods

2. Objective:

AU-IBAR seeks the services of a Consultant for the position of Animal Production, Natural Resource Management and Resilience Expert with a broad range of competencies in animal production including animal nutrition, value chain development, natural resources management, governance, data analytics and networking. Experience in animal feed and fodder development, support to multi-stakeholder or networking platforms, policy and strategy development and building resilience of livestock systems are essential. The Consultant must have proven experience in managing and coordinating national and regional or continental project in the animal resources sector. The Consultant will provide technical backstopping to AU-IBAR, RECs and Member States aimed at improving availability and affordability of feed and fodder resources for improved animal production and resilience and for production of Livestock Source Foods (LSFs). The Animal Production, Natural Resource Management and Resilience Expert will contribute to the implementation of activities that will support delivery of the Resilient African Feed and Fodder Systems Project.



3. Tasks & Responsibilities

- Co-lead (with the Information Systems and Data Analytics Expert) the assessment, analytics and articulation of findings to support enhanced understanding of Africa's feed and fodder systems in the face of the triple crises (Climate Change, covid-19 and the conflict between Russia and Ukraine) and other stressors
- Lead processes to enhance understanding and investment in feed and fodder resources through regular undertaking and update of a feed inventory and generation of a national feed balance
- Lead support for institution of country level integrated feed and fodder early warning system linked to an action plan to remedy shortages and enhance sub-sector investments
- Lead policy, legal, regulatory and institutional review and reform for a more enabling environment for development of Africa's feed and fodder systems.
- Support multi-stakeholder platforms for organization and coordination of feed and fodder sector actors
- Support annual reporting on the status of Africa's feed and fodder systems and identification of emerging narrative and key messages
- Support development of the Project Exit and Sustainability Plan, development of a ten year feed and fodder program and

4. Expected Outputs and Deliverables

- i. Undertake analysis and reporting of the findings on the continental and survey and the country specific assessments, and any other studies to elucidate the issues underlying feed and fodder shortages and to draw out solutions and emerging narrative and key messages
- ii. Take the lead, in partnership with strategic actors, in designing and methodological work for robust protocol and processes for undertaking feed inventories, development of national feed balances and feed outlooks.
- iii. Support Member States to undertake or update their feed inventories and prepare their National Feed Balance Sheets and Feed Outlooks.
- iv. Support the process of consolidation and upgrade of country level robust feed and fodder integrated early warning systems and to develop remedial action plans to trigger investments and business solutions to address feed and fodder shortages
- v. Support countries to establish and operationalize their feed and fodder Multi-Stakeholder Platforms for coordinated action
- vi. Lead policy, legal, regulatory and institutional review and reform for an enhanced and more coherent and supportive enabling environment for development of economic feed and fodder sub-sectors.
- vii. Development of guidelines, policy briefs and other instruments to support the urgent action to address feed and fodder shortages on the Africa continent
- viii. Support annual reporting and mutual accountability on the status of Africa's feed and fodder systems against the CAADP Malabo Declaration Framework and the LiDeSA
- ix. Any other task as assigned by the Director AU-IBAR in relation to animal production, natural resource management and resilience building.

5. Duty stations

The Expert will be stationed in the AU-IBAR offices in Nairobi, Kenya with travel on specific assignments agreed with the AU-IBAR Management



6. Duration

The duration of this assignment is 6 months.

7. Remuneration

The remuneration for this Consultancy shall be an all-inclusive monthly fee equivalent to P3 Step 5 on the AUC Salary Scale i.e. US\$6,252.37 – US\$ 7,499.12. The expert will be responsible for his/her medical and travel insurance cover for the duration of the consultancy. Expenses for travel on official missions will be covered separately by AU-IBAR in accordance with the applicable African Union Commission rules and regulations.

8. Supervision and reporting

The candidate will be under the direct supervision of the Project Coordinator and under the overall supervision of the Director of AU-IBAR.

9. Requirements

i. Academic and Professional qualifications

- A minimum of post-graduate University degree (Master's degree) in Animal Science, Animal Nutrition, Pasture Agronomy, Animal Feed Technologies, Rangeland Ecology, Natural Resource Management or related degree.
- A PhD in the above or related fields will be considered an added advantage.
- Professional qualification in livestock value chain development, Early warning systems, Resilience building and public policy, or other relevant discipline and added advantage

ii. Relevant Experience

- Minimum of ten (10) years of progressive work experience in the field of feed and fodder development or animal nutrition or animal resources
- Experience in organizing and facilitating animal resources dialogues and building partnerships towards robust solutions and better outcomes
- Proven experience in implementing feed and fodder systems development Projects
- Demonstrated experience in policy review and development
- Experience in conducting feed inventories and national feed balances and implementing early warning systems
- Experience in strengthening animal or feed resources multi-stakeholder platforms at national, regional and continental levels

iii. Other Skills

- Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the countries, regionally and continentally
- Self-starter with the ability to strategically plan own work and follow-up on implementation
- Sector related project development, management and implementation skills at national, regional and continental levels
- Very strong writing, analytical and communication skills are necessary
- Ability to complete assignments and tasks on time
- Demonstrated ability to provide strong leadership and foster team environment is required
- Proficiency in one of the AU working languages (Arabic, English, French, Kiswahili, Portuguese, and Spanish) and fluency in another AU language is an added advantage



iv Competencies:

Strategic Perspective
Developing Others
Change Management
Managing Risk
Building Relationships
Learning Orientation
Communicating with impact

Functional Competencies

Conceptual Thinking
Job Knowledge and information sharing
Drive for Results
Fosters Innovation

10. GENDER MAINSTREAMING:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

11. Evaluation criteria

The applications will be evaluated based on the relevant technical qualifications, experience and competence of the candidates.

Criteria	Scores (%)
Qualifications	15
Relevant Experience	50
Other skills & competencies	30
Language	5
Total	100

Applicants who meet the technical requirements (minimum score 70) may be invited for an interview (virtual or in person as is appropriate).

12. Submission of the application

Applications are open to individuals of eligible nationalities. If your career aspirations, qualifications, and experience match the above requirements, please email your application stating **Animal Production, Natural Resource Management and Resilience Project Expert** as the subject to procurement@au-ibar.org

The application should include the following documents:

- A Letter of Interest highlighting competence and suitability for the Position
- Detailed curriculum vitae with links to relevant communication outputs demonstrating capacity to deliver the desired outputs, with links to at least three relevant outputs and names and contacts of three Referees
- Copies of academic and professional qualifications
- Completed declaration on exclusion criteria in the format attached
- Copies of identification documents

The deadline for receipt of applications is 31st July 2024 at 1700 hours Nairobi local time.