



## Terms of Reference for Consultants and other persons hired by IFAD under a non-staff contract

Consultant  Intern  Fellow  Conference Service

<b>Full Name:</b>	TBD
<b>Specialization:</b>	Agriculture Transformation Delivery Mechanisms
<b>Expected Start Date of Assignment:</b>	
<b>Expected End Date of Assignment:</b>	TBD
<b>Total number of working days (max. 240 in a 12-month period):</b>	120 working days renewable based on performance
<b>Division/Department:</b>	AATI in PMD – FO
<b>Location:</b>	Nairobi with temporary reassignment to AATI supported
<b>Reports to (name and title):</b>	Executive Director, AATI

### GENERAL DESCRIPTION OF TASK(S) AND OBJECTIVES TO BE ACHIEVED

The Consultant will work under the overall leadership of the Executive Director for the African Agriculture Transformation Initiative (AATI), an initiative co-founded by the International Fund for Agricultural Development (IFAD), the Bill & Melinda Gates Foundation (BMGF), the Alliance for a Green Revolution in Africa (AGRA), and McKinsey & Company, hosted by IFAD, and providing support in relation to the design, implementation and coordination of the delivery mechanisms.

The AATI will seek to establish new (and strengthen existing) national agencies designed to support delivery of agricultural transformation policies and programs, with the support of the central AATI team. The initiative is expected to achieve three primary outcomes: (i) More inclusive, efficient, effective and impactful support provided to rural producers in flagship priority areas; (ii) Improvement of institutional capacity and capability in governments, and (iii) increased awareness and knowledge dissemination on success models, tools and approaches to agriculture. The work of the consultant will be expected to contribute to these outcomes.

In April 2023, the Steering Committee (SC) decided that the AATI should review its service delivery model and adopt a flexible and direct approach to enhance the service offerings. The key principles of the AATI support will be: 1) improved coordination, 2) evidence-based decision making, 3) strengthened accountability and 4) strong partnerships with the private sector. In support of this, the AATI central team will strengthen its resources and its operating model. The consultancy will contribute to this objective.

Specific tasks to be undertaken during this consultancy may include, but are not limited to:

***Country Programme Management – Delivery Mechanisms***



The Consultant will support the design, implementation and coordination of the delivery mechanisms in priority countries and in countries where it is exploring a potential for support. In this regard s/he will perform the following functions:

- Lead the diagnostic work and stakeholder engagements that will feed into the design and roll out of delivery mechanisms (e.g. strategies, plans, frameworks, delivery labs and set-up of Food System/Agriculture Transformation Office);
- Support the design, establishment and operationalization of delivery mechanisms in AATI's supported countries and, in particular, provide expert advice on how to implement delivery mechanisms , including organizational structures (in cases involving delivery units), relevant competency requirements, as well as relevant processes, tools and methodologies for tracking and advancing the delivery of specific priority projects; Participate in the selection of the team that will be deployed in each country to support the AATI's efforts;
- Based on the findings of diagnostic work, develop or support the coordinated development of strategic frameworks or plans for alignment of the national (and regional) government development priorities to enable coherence in the development agenda;
- Also based on the findings of the diagnostic work, support the identification and prioritization of the desired key focus and impact areas for the delivery mechanisms, and identify and contribute to the design of catalytic projects or flagships programs that will support these focus and impact areas;
- Provide leadership and technical advice, guidance and support to the personnel deployed in countries and to the government personnel working in delivery units.
- In consultation with Directors of the ATOs, design and introduce institutional scorecards and KPIs as well as coordinate and support change management processes.
- Ensure a strong link between the delivery mechanism supported and institutional capacity strengthening of the government.
- Serve as a contact person connecting delivery mechanisms in country with AATI, which will entail developing a regular cadence for information flow, problem escalation and seeking support from AATI.
- Participate in the review of policy and legislation documents to identify areas of potential need and engage with stakeholders for the co-design of demand for AATI support.

*Learning and knowledge management:*

The consultant will support the knowledge management and learning activities of the AATI as follows:

- Provide training and facilitate skills transfer to government and AATI central team colleagues on delivery tools and methodologies, by leveraging the AATI delivery playbook which outlines approaches to different delivery mechanisms;
- Contributes to the selection and preparation of tools and methodologies that support the service offerings;
- Drive the internal knowledge management efforts on delivery mechanisms and avail it for others;



- Lead the learning exercises and studies that are conducted across countries and within a country to define further the most appropriate model for service offering;
- Provide support to in country or cross cutting training and learning needs analyses and the drafting of the resulting development plans.

*Monitoring and Evaluation and accountability framework:*

The Consultant will support the overall vision of the AATI in the following way:

- Participate in the drafting of the Monitoring and Evaluation framework applicable to countries;
- Participate in the drafting of the countries' accountability framework;
- Support and provide technical advice for the deployment of Monitoring and Evaluation framework and of the Accountability framework.

*Partnership engagement and resources mobilization*

- Provide support to the Government led Delivery Mechanism at the country level and AATI Central Team in their partnership efforts until such time as a Partnership Officer is engaged in the DU;
- Coordinate the establishments of effective partnerships with in-country partners, such as government stakeholders, private sector entities and development partners;
- Facilitate and participate in the organization of resource mobilization events in support of the implementation of priority projects or programmes.
- Support priority countries to design resource mobilization strategy and proposals.
- Undertake other tasks requested by the Executive Director in support of delivery mechanisms and transformation offices supported by the AATI.

*Education:*

Master's degree in economics, Agronomy, agriculture economy, social sciences, and other relevant Master's Degree (preferable)

*Experience:*

8 years of direct delivery experience, working with delivery mechanisms such as delivery units or supporting senior government officials with implementation in Africa. Strong experience in supporting governments in moving ideas through implementation and into impact.

*Key Competencies:*

- Excellent at relationship management
- Understanding political and personality dynamics
- Strong program management
- Strong team building skills
- Sound analytical and problem-solving skills

**KEY PERFORMANCE INDICATORS**



**African Agricultural  
Transformation Initiative**  
Bridging Gaps between Strategy and Impact

Expected Outputs (please include any travel if applicable):	Required Completion
<i>Country Programme Management – Delivery Mechanisms</i>	
Submit Project Workplan	1 December 2024
Organize stakeholders' engagement validation meetings	15 January 2025
Submit report with findings of the diagnostic phase	1 February 2025
Draft Project document or Grant Design Document	15 February 2025
Finalise the design of ag masterplan/strategy	22 February 2025
<i>Learning and knowledge management:</i>	
Draft learning needs/ capacity building plan	15 February 2025
Organize knowledge management event	9 March 2025
<i>Monitoring and Evaluation and accountability framework:</i>	
Submit M&E framework	15 February 2025
Submit accountability framework	15 February 2025
<i>Partnership engagement</i>	
Organize a partnership/resource mobilization event	9 March 2025

**Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_