



The Government of the Republic of South Africa, through The Presidency, hosts the New Partnership for Africa's Development (NEPAD) Secretariat. In setting up the NEPAD Secretariat, The Presidency has entered into a Memorandum of Understanding with the Development Bank of Southern Africa (DBSA) to act on behalf of and as an agent of the NEPAD Secretariat. The NEPAD Secretariat is looking for a dynamic individuals to join a team of few professionals in order to meet the increasing demands of NEPAD. To this end the NEPAD Secretariat invites applications from suitably qualified individuals for the following consultancy appointments:

LEAD SPECIALIST (12 months consultant appointment)

***Establishing an Enabling Environment for
TerrAfrica Activities in Sub-Saharan Africa***

COUNTRIES

Sub-Saharan Africa

BACKGROUND

The Problem: Land degradation in Sub-Saharan Africa

The analyses in 2005 by the Millennium Ecosystem Assessment and the UK Commission for Africa support the assessment that land degradation in Sub-Saharan Africa (SSA) is increasingly a major problem. As a profoundly intertwined poverty-environment challenge, the direct and indirect negative impacts of land degradation on African farmers, communities, districts, and countries are high. Up to 75 percent of Africa's poor live in rural areas with livelihoods critically dependent on the efficient use of increasingly scarce land, water, biodiversity, and nutrients. In addition, the most vulnerable communities are often relegated to the most marginal lands. Inefficient resource use and

increased resource degradation erode the asset base of households and drive up the relative scarcity of these assets. At its least, land degradation marginalizes efforts at all levels to secure Africa's long-term food security, economic growth, rural land-use productivity, and ecosystem services. At its worst, the exacerbation of land degradation by climate change could trigger large-scale migrations, intra-regional conflicts and instability, and a breakdown of vital ecosystem services.

For all of these reasons, the promotion of sustainable land management (SLM) practices, particularly in the rural sphere in support of the implementation of the UN Convention to Combat Desertification (UNCCD), should figure prominently in strategies to advance sustainable development, growth and poverty reduction in Africa.

The Comprehensive Africa Agricultural Development Programme (CAADP)

The New Partnership for Africa's Development (NEPAD) has taken steps in this endeavor. It has developed the Comprehensive Africa Agricultural Development Programme (CAADP) as a framework for restoring agricultural growth, food security, and rural development in Africa. One of the Programme's pillars¹ focuses on SLM with the aims to: 1) revert soil fertility loss and resource degradation, and ensure broad-based and rapid adoption of sustainable land and forestry management practices in the small-holder as well as commercial sectors; and 2) improve management of water resources while expanding access to irrigation both at small and large scales.

TerrAfrica

TerrAfrica is a regional initiative which aims to provide a collective approach to the problem of unsustainable land management and its consequences in SSA. Its framework is based on a new business model which includes a focus on identified bottlenecks and improved cooperation and harmonization between all involved – African countries, donor agencies, researchers, and civil society. The approach will provide the domestic and international know-how, policies, advocacy, and investment packages to put SLM more at the center of governments' and other stakeholders' priorities, attract new investment, and scale-up successful programs. The initiative is structured around the following inter-related and cross-cutting programmatic activity lines: 1) coalition building; 2) knowledge management; and 3) investments.

NEPAD sees the TerrAfrica framework as an entry point for building long-term, shared commitments for catalyzing a scale-up in the effectiveness and efficiency

¹ Four pillars of the CAADP are: 1) extending the area under sustainable land management and reliable water control system; 2) improving rural infrastructure and trade related capacities for market accesses; 3) increasing food supply, reduce hunger, and improve responses to food emergency crises; and 4) improving agriculture research, technology dissemination and adoption.

of SLM activities and investments, including mobilizing additional resources. NEPAD is already exploring ways to do this using the TerrAfrica platform to leverage the CAADP and related MAPP (Multi-country agricultural productivity project) sub-regional frameworks. Specifically, activities are now being devised to use the MAPP initiatives as vehicles for mainstreaming SLM into sub-regional sectoral activities.

OBJECTIVE

The overall objective of this assignment is to begin establishing the enabling environment and support system for TerrAfrica's activities in SSA.

RESPONSIBILITIES

To achieve the above objective, NEPAD will coordinate/implement the following:

- **Actively participate as a member of the TerrAfrica governing body**
 - Prepare for and co-chair Executive Committee meetings
 - Closely work with the Secretariat to implement the TerrAfrica work program
 - Convene and chair Special Advisory Group (SAG) working on country readiness criteria/modalities for engagement
 - Coordinate the activities of existing SAGs

- **Clarify operational linkages between TerrAfrica, NEPAD's Comprehensive Africa Agriculture Development Programme (CAADP), and NEPAD's Environment Plans**
 - Lead the alignment process of the CAADP and the Environment Plan
 - Develop, in close collaboration with partners, a capacity building strategy and implementation plan

- **Support sub-regional organizations' engagement on SLM agenda**
 - Encourage policy dialogues and engagement from at least 5 SSA countries on result-oriented SLM objectives

- **Increase the technical capacity to engage with SSA countries on SLM to**
 - Increase SLM-dedicated human and technical resources,
 - Widen and strengthen coalitions and strategic partnership on SLM which would include expert consultations on the following cross-cutting themes:
 - Land use pressures, states, and responses,
 - Nature and extent of barriers and bottlenecks to scaling-up SLM investments at the country level and throughout SSA,
 - Transboundary issues,

- Linkages in portfolios for SSA as they relate to land management,
 - Climate change adaptation,
 - Monitoring and evaluation.
- **Establish communication node between SSA countries and other TerrAfrica partners on SLM and TerrAfrica related issues**
 - Participate in the joint portfolio review process
- **Prepare a program coordination strategy, management arrangements and partnership development**
 - Establish governance structure of regional SLM initiatives agreed in the TerrAfrica work program
 - Responsible for overall day-to-day management of regional SLM initiatives agreed in the TerrAfrica work program
 - Coordinate workshops and associated expert consultations
 - Create and disseminate SLM communication products (website, publications, etc) funded by regional SLM initiatives agreed in the TerrAfrica work program
- **Develop definitions of land use pressures, state and responses**
 - In close coordination with FAO, identify and recruit an expert for the small experts consultation workshops in March and June 2006
- **Assess the nature and extent of barriers and bottlenecks to scaling up SLM at country level**
 - In close coordination with the World Bank and FAO, carry out a country readiness assessment
 - Secure country ownership of the assessment content, recommendations and conclusions
 - Act as a team leader in liaising with the REC's, national governments and project partners
- **Prepare SLM investment prioritization modalities**
 - Establish a lean peer review process for investment planning
 - Participate in the formulation and implementation of the SLM-related investment frameworks and prioritization modalities used by TerrAfrica partners
 - Participate in the identification of potential investments countries and sub-regions
- **Develop programming frameworks**
 - In close collaboration with the World Bank, FAO and other TerrAfrica partners, countries and sub-regional organizations, participate in the

formulation of an appropriate project development framework and mechanism with embedded M&E system

DELIVERABLES

Deliverables from the above activities will include:

- Successful organization of the SAG and delivery of the finalized draft country readiness criteria/modalities for engagement for review to the TerrAfrica Executive Committee
- Implementation of the TerrAfrica work program
- A capacity building strategy and implementation plan available for TerrAfrica, CAADP and the NEPAD Environment Plan
- Country program readiness criteria/modalities for engagement finalized and adopted
- Completed joint portfolio review
- Interim governance arrangements for emerging regional SLM initiatives under TerrAfrica set up and operational by the end of Feb 2006
- Final governance arrangements for emerging regional SLM initiatives set up and operational by July 2006
- Services of expert consultants secured
- Two workshop reports produced by the end of July 2006
- Communication strategy and products posted on the TerrAfrica website and disseminated via partner channels (Strategy developed by June 2006 and products developed and ready for dissemination by October 2006)
- Stakeholder involvement plan produced by June 2006
- At least three country readiness assessments completed on the TerrAfrica Focal points
- TerrAfrica-related country agreements in place and approved
- A program level monitoring and evaluation system developed for SLM investments by July 2006

REPORTING

The consultant will be required to submit draft phases in relation to the above activities and respond to supervisor feedback. Timelines as relate to the delivery of draft and final versions of the above deliverables will be negotiated at the outset of the project.

SELECTION CRITERIA

The selected candidate will possess the following qualifications:

- PhD or a Master's degree in land management, development economics, international or environmental public policy, or agricultural/environmental sciences
- The candidate should have at least 12 years of professional work experience
- Previous work experience within a multilateral or an international non-governmental organization would be highly desirable
- Experience in programme preparation, implementation, monitoring and evaluation is essential
- Familiarity with PRSP processes would be considered an asset
- Strong organizational, research, team-building and oral presentation skills
- Proven ability to work in a team and in a politically sensitive inter-cultural environment, with minimal supervision
- Computer skills (e.g., Microsoft office) essential
- Good oral and written communication skills in English
- Working knowledge of either French or Portuguese would be an advantage

RESEARCH ASSISTANT (12 month consultant appointment)

OBJECTIVE

The overall objective of this assignment is to begin establishing the enabling environment and support system for TerrAfrica's activities in SSA.

RESPONSIBILITIES

To achieve the above objective, NEPAD will coordinate/implement the following activities.

- **NEPAD's role as a member of the TerrAfrica governing body**
 - Provide support to:
 - prepare for the TerrAfrica Executive Committee meetings
 - coordinate the activities of existing SAGs
- **Operational linkages between TerrAfrica, NEPAD's Comprehensive Africa Agriculture Development Programme (CAADP), and NEPAD's Environment Plans**
 - Provide support:
 - on activities leading to the alignment process of TerrAfrica, CAADP and the Environment Plans

- in the process and activities leading to the development of the capacity building strategy and implementation plan thereof.
- **Sub-regional organizations' engagement on SLM agenda**
 - Assist with:
 - sub-regional organizations' engagement on SLM agenda
 - increase the technical capacity to engage with SSA countries on SLM agenda
- **Communication node between SSA countries and other TerrAfrica partners on SLM and TerrAfrica related issues**
 - Support the joint portfolio review process
- **Program coordination strategy, management arrangements and partnership development**
 - Provide support for:
 - Establishing governance structure of regional SLM initiatives agreed in the TerrAfrica work program
 - Coordinating these regional SLM initiatives
 - Coordinating workshops and associated expert consultations
 - Creating and disseminating SLM communication products (website, publications, etc) funded by regional SLM initiatives agreed in the TerrAfrica work program
- **Definitions of land use pressures, state and responses**
 - Help identify an expert for the small experts consultation workshops in March and June 2006
- **Assessment of the nature and extent of barriers and bottlenecks to scaling up SLM at country level**
 - Provide support for:
 - Conducting country readiness assessment
 - Securing country ownership of the assessment content, recommendations and conclusions
- **SLM investment prioritization modalities**
 - Assist with:
 - Establishing a lean peer review process for investment planning
 - Formulating and implementing the SLM-related investment frameworks and prioritization modalities used by TerrAfrica partners
- **Development of programming frameworks**
 - Provide assistance for formulating an appropriate project development framework and mechanism with embedded M&E system

DELIVERABLES

Deliverables from the above activities will include:

- Finalized terms of reference for the Africa-based SLM specialist for the TerrAfrica partnership and the successful recruitment of the specialist
- Successful organization of the SAG and delivery of the finalized draft country readiness criteria/modalities for engagement for review to the TerrAfrica Executive Committee
- A capacity building strategy and implementation plan available for TerrAfrica, CAADP and the NEPAD Environment Plan
- Country program readiness criteria/modalities for engagement finalized and adopted
- Completed joint portfolio review
- Interim governance arrangements for emerging regional SLM initiatives under TerrAfrica set up and operational by the end of Feb 2006
- Final governance arrangements for emerging regional SLM initiatives set up and operational by July 2006
- Services of expert consultants secured
- Two workshop reports produced by the end of July 2006
- Communication strategy and products posted on the TerrAfrica website and disseminated via partner channels (Strategy developed by June 2006 and products developed and ready for dissemination by October 2006)
- Stakeholder involvement plan produced by June 2006
- At least three country readiness assessments completed on the TerrAfrica Focal points
- A program level monitoring and evaluation system developed for SLM investments by July 2006

REPORTING

The consultant will be required to submit draft phases in relation to the above activities and respond to supervisor feedback. Timelines as relate to the delivery of draft and final versions of the above deliverables will be negotiated at the outset of the project.

SELECTION CRITERIA

The selected candidate will possess the following qualifications:

- Master's degree in land management, development economics, international or environmental public policy, or agricultural/environmental sciences with at least two years of relevant experience
- Previous work experience within a multilateral or an international non-governmental organization would be highly desirable
- Strong organizational, research, team-building and oral presentation skills

- Proven ability to work in a team and in a politically sensitive inter-cultural environment, with minimal supervision
- Computer skills (e.g., Microsoft office) essential
- Good oral and written communication skills in English
- Working knowledge of either French or Portuguese would be helpful

DURATION

The consultancy appointments will be for a twelve month period.

Interested candidates should send their application and a detailed CV by E-mail, clearly marked for the position being applied for marked for the attention of Mrs Faith Ramusetheli by e-mail to edrecruit@nepad.org by no later than 5 May 2006. Please note that applications received after the 5 May 2006 will not be considered. Should you not receive a response to your application by 31 May 2006 please consider your application unsuccessful.