

Republic of Tunisia

Ministry of Development, Investment
and International Cooperation



ASSIGNMENT OF CONTRACTING EXPERTS

The Ministry of Development, Investment and International Cooperation, in cooperation with the Millennium Challenge Corporation under its COMPACT Program, advertise for these following positions:

- Social Inclusion and Gender Integration Specialist (01 position – Reference P1)
- Public Outreach and Stakeholder Engagement Specialist (01 position – Reference P2)
- Specialist in Agriculture (01 position – Reference P3)

The premium application file should include a resume (02 pages maximum) and a cover letter (01 page maximum), in english and in PDF format (documents in other languages are not acceptable and the application will be considered null and void). Besides, applications shall be limited to only ONE position.

Your resume and cover letter should be titled as follows:

- First name and family name-CV (for the resume) ;
- First name and Family name-CL (for the cover letter).

The deadline for applying: May 20th 2018, via e-mail on the following address:
application.mcc@mdici.gov.tn

Your email should specify the position name for which you are applying in the subject line of the email message.

For more information about the required qualifications and entrusted responsibilities, please read the job descriptions.

JOB DESCRIPTION





CALL FOR APPLICATIONS –SOCIAL INCLUSION AND GENDER INTEGRATION SPECIALIST

The Millennium Challenge Corporation (MCC) is an independent foreign assistance agency of the United States Government. MCC's mandate is to assist the world's poorest countries in reducing poverty through economic growth while strengthening good governance, economic freedom, and investments in people in those countries selected to receive its assistance.

Each year, MCC's Board of Directors selects, from among the countries that are eligible to receive MCC assistance, those countries with respect to which the United States will seek to enter into a Millennium Challenge Compact. The Board of Directors of MCC has determined that the Republic of Tunisia is eligible for assistance from MCC, and the Parties are seeking to enter into a Millennium Challenge Compact to advance economic growth and poverty reduction in Tunisia.

To ensure a strong start, each selected country should convene a capable, professional team to handle the day-to-day work requirements, manage the overall compact development process, and coordinate and collaborate directly with MCC. This team, known as the Compact Development Team, will include an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

We are seeking a highly motivated Social Inclusion and Gender Integration Specialist for this team. This specialist ensures that the proposed compact program addresses social and gender inequalities that can limit economic growth and the reduction of poverty and is primarily concerned with gender equality, poverty reduction and inclusive growth.

Qualifications:

- University degree ((MA or PhD) in law, public policy or a social science with a primary focus on gender issues, such as anthropology, sociology, women's studies, or community development. Master's degree or doctoral degree strongly preferred.
- Ten (10) or more years of prior work experience involving the assessment, promotion or protection of issues related to the poor, disadvantaged social groups, youth or women in a context related to economic development concerns.
- Detailed knowledge of policies, laws and regulations related to social inclusion and gender equality concerns in Tunisia, with a particular focus on the policy and institutional environment, including issues related to the legal status facing the poor, disadvantaged social groups and women.
- Demonstrated ability to drive the integration of social and gender issues into the development and design of large scale infrastructure projects.
- Prior work experience with social and gender integration in water, agriculture, investment climate issues, employability projects, and with working with disadvantaged groups in interior regions desirable.
- A track record of collaboration and familiarity with key non-governmental organizations (NGOs), government agencies, donors and other organizations dedicated to the concerns of the poor, youth, disadvantaged social groups or women, a national organization for women or a disadvantaged group in Tunisia.
- Working level of French and English.

Description of responsibilities:

- Contribute to the identification of relevant stakeholders and the development of plans for public consultations and stakeholder engagement, and then lead the organization, management and implementation of outreach to experts and organizations that represent the interests of the poor, youth, disadvantaged social groups and women, including organizations representing women's businesses. Hold ongoing consultations with such experts and organizations, academic institutions and relevant government agencies throughout the compact development process.
- Identify and assess the impact of legal, institutional, social and cultural barriers that limit economic participation or impede poverty reduction among the poor, youth, disadvantaged social groups and women.
- Assess the barriers that prevent women, the youth and the poor from participating in proposed projects in the water sector and the business environment, and propose measures and concrete activities to strengthen benefits for such groups, including in particular opportunities to strengthen their employment prospects.
- Contribute to the identification and development of project proposals, working in close collaboration with other members of the Compact Development Team to ensure that opportunities to reduce barriers and expand the participation of the poor, disadvantaged social groups and women in economic development are taken into account. Ensure that project proposals codify key social and gender issues and opportunities, propose concrete actions with project budgets, beneficiaries and implementation partners in proposed activities.
- Contribute to the development of a detailed program logic for the proposed projects and for the overall compact program, working in close collaboration with other members of the Compact Development Team.
- Support the work of consultants, engineering and other firms that will be engaged in support of compact development and facilitate in-country interactions with key constituencies working on gender and social inclusion issues, as needed.
- Throughout the Project Development phase, evaluate the technical adequacy of and provide technical recommendations and inputs related to social and gender issues in any feasibility or design study, environmental and social impact assessment, resettlement action plan or environmental and social management plan (including any health and safety management plan or any mitigation plan for risks associated with child labor, human trafficking, or HIV/AIDS), including any gender assessment or gender integration plan.
- Contribute to the development of a Monitoring and Evaluation (M&E) Plan that includes indicators and data properly disaggregated for age, gender and other relevant social factors so that the impact on women and other disadvantaged groups can be properly tracked.
- Ensure that all requirements of the MCC Gender Policy and Gender Integration Milestones and the Operational Procedures for Compact Development are met throughout the compact development process.

Level of effort:

On average, the Gender and Social Inclusion Specialist's role should occupy approximately 50 percent of a full-time equivalent (FTE) during the Compact development period.

Counterpart staff :

The Social Inclusion and Gender Integration will be supervised by the National Coordinator and work directly with the Government of Tunisia's Core Team, and also with MCC's Tunisia Team. In particular, they will work closely with a member of MCC's Gender and Social Inclusion (GSI) division. MCC may also provide experienced international consultants to support compact development work.

Interested candidates are requested to send a CV and covering letter (both in english) before the May 20th to the following e-mail address : application.mcc@mdici.gov.tn



CALL FOR APPLICATIONS PUBLIC OUTREACH AND STAKEHOLDER ENGAGEMENT SPECIALIST

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To ensure a strong start, each selected country should convene a capable, professional team to handle the day-to-day work requirements, manage the overall compact development process, and coordinate and collaborate directly with MCC. This team, known as the Compact Development Team, will include an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

We are seeking a highly motivated public outreach and stakeholder engagement specialist for this team. He will plan and execute a broad process of public consultations and stakeholder engagement during the early stages of compact development, working in close collaboration with the Compact Development Team private sector specialist and gender and social integration specialist, and will ensure continued engagement with stakeholders throughout the compact development process.

Required qualifications:

- University degree in communications, public relations, public policy, community development or other relevant field.
- Ten (10) years of prior work experience planning broad communication and outreach strategies and conducting, organizing, managing and leading large-scale participatory stakeholder consultations or targeted outreach events in a context related to economic development.
- Demonstrated ability to conduct a detailed stakeholder mapping exercise for the identification, targeting and engagement of a wide range of stakeholders.
- Demonstrated ability to work with technical specialists such as economists and social and gender specialists to incorporate public feedback into program and project design.
- Prior experience working for a relevant government agency or international development partner strongly preferred.
- Clear familiarity with *Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets*, published by the International Finance Corporation (IFC), strongly preferred.
- Strong oral and written communication skills, organization, and interpersonal skills.

Duties and responsibilities:

- Develop a public relations strategy to ensure broad public awareness of the compact development process. Lead the development of an informative public website and ensure it is maintained with relevant and timely content on a regular basis. Develop press materials and engage reporters as needed to ensure timely provision of public information.
- Lead a detailed stakeholder mapping exercise to identify, categorize and prioritize relevant stakeholders among community leaders; women's organizations, environmental organizations and other civil society organizations; business and the private sector; interest groups; local, regional and national political leaders; international development partners; and potential beneficiaries.
- Lead the development of a detailed, written Stakeholder Engagement Plan that defines the broad parameters of a timely, meaningful and participatory consultative process. Among other details, the plan should clarify the issues on which the eligible country will share information with or solicit feedback from key stakeholders; define a timeline for engaging them; describe the strategic approach and specific mechanisms for sustained, ongoing consultations; and set a general expectation that the results of stakeholder consultations will be captured, documented and utilized throughout the compact development process. The Stakeholder Engagement Plan should also include methods for ensuring equal opportunities for women and disadvantaged social minorities to participate in consultations.
- Design participatory mechanisms for gathering and incorporating meaningful feedback from key stakeholders, in full compliance with MCC policies and the IFC Performance Standards.
- Manage and oversee the actual implementation of a timely, meaningful and participatory process for engaging a wide variety of stakeholders at various stages of the compact development process.
- Develop and maintain a contact database to track the timing and content of contacts between the Compact Development Team and key stakeholders.
- Write detailed Stakeholder Engagement Reports to document ongoing consultations and capture feedback and input from stakeholder. Provide the reports to other members of the Compact Development Team as a tool to ensure that relevant stakeholder input is taken to account during the identification, selection and design of proposed projects.

Level of effort:

On average, the Public Outreach and Stakeholder Engagement Specialist's role should occupy approximately 75 percent of a full-time equivalent (FTE) during the early stages of Compact development, with the period of broad public consultations likely to require full-time dedication.

Counterpart staff:

The Public Outreach and Stakeholder Engagement Specialist will work directly with MCC's Country Team Lead (CTL) and his/her deputy (Associate Director/Point of Contact).

Interested candidates are requested to send a CV and covering letter (both in english) before the May 20th to the following e-mail adress : application.mcc@mdici.gov.tn



CALL FOR APPLICATIONS – SENIOR AGRICULTURE EXPERT

The Millennium Challenge Corporation (MCC) is an independent foreign assistance agency of the United States Government. MCC's mandate is to assist the world's poorest countries in reducing poverty through economic growth while strengthening good governance, economic freedom, and investments in people in those countries selected to receive its assistance.

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To ensure a strong start, each selected country should convene a capable, professional team to handle the day-to-day work requirements, manage the overall compact development process, and coordinate and collaborate directly with MCC. This team, known as the Compact Development Team, will include an experienced, full-time National coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

The Government of Tunisia is seeking a highly motivated Senior Agriculture Expert for this team, who will contribute to the design of a project to address water scarcity issues in interior regions of the country. The Senior Agriculture Expert will be the focal point for translating the project's impact on alleviating water scarcity into sustainable agricultural uses and will lead the development of any supplementary agricultural value chain development projects. This will require close coordination with relevant stakeholders and the ability to engage with beneficiary groups in the targeted region(s). The ideal candidate will also be familiar with agricultural industry and commercial aspects within the Tunisian agricultural sector. The Senior Agriculture Expert will also be tasked with providing recommendations on gender and food security.

Description of main responsibilities

The ideal candidate will support efforts to:

- Carry out consultations with relevant ministries and public institutions, private sector entities and other stakeholders (water associations, Agricultural development groups (GDA), National Water Distribution Utility (SONEDE), agricultural producer unions (UTAP), etc.);
- Collect and interpret data about projected water delivery, use and storage, conservation, and population trends – particularly as it relates to agricultural uses and provision of irrigation in the interior regions;
- Prepare appropriate documents and analysis for a range of stakeholders including the donors;
- Provide an analysis of potential impact to beneficiaries with a focus on sustainability post-project;
- Develop a theory of change, estimate social rates of return, and participate to the preparation of a monitoring and evaluation system;
- Propose capacity building programs for the stakeholders involved in agricultural systems, including water management, and consider impacts to all stakeholders implicated in the project proposal;
- Ensure that all activities related to agriculture and water management are coordinated with existing and future projects to be implemented by government and international actors.
- Contribute to a multi-disciplinary team in a multicultural environment.

Minimum Qualifications :

- University Degree (MA or PhD in agricultural or natural resource sciences: i.e. agronomy, water management, agribusiness, irrigation...);
- Ten years of experience (Masters level or PHD may be substituted for 2 or 4 years of experience respectively) developing or implementing value chain development in relevant commodities, agronomy, agribusiness development, irrigation techniques and water saving techniques, and/or agricultural marketing;
- Two years' experience overseeing water management projects designed with irrigation practices as a central component in dry or semi-arid regions;
- Fluency in French and Arabic; functional in professional English (sufficient to handle a phone call with Anglophone counterparts);
- Good IT Skills including knowledge of office software.

Level of effort:

The Senior Agriculture Expert should be available on a 60% full time equivalent (FTE) through the completion of the Constraints to Economic Growth Analysis.

Counterpart Staff:

The National Coordinator will supervise the Senior Agriculture Expert. S/he will work directly with the Government of Tunisia's Core Team, specifically the Water Task Force, and with MCC staff.

Interested candidates are requested to send a CV and covering letter (both in English) in PDF format, before May 20th to the following e-mail address: application.mcc@mdici.gov.tn