

ARIAS SOCIETY

Assam Rural Infrastructure and Agricultural Services Society

(An Autonomous Body under Govt. of Assam)

Project Coordination Unit (PCU) of the World Bank financed

Assam Agribusiness and Rural Transformation Project (APART)

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Draft Indicative Terms of Reference (ToR)

Technical Experts- Fisheries (TEF) to be positioned in the District Fishery Development Offices, under Directorate of Fisheries, Assam For World Bank financed Assam Agribusiness and Rural Transformation Project (APART)

(A) BACKGROUND AND OBJECTIVES OF THE PROJECT

1. Government of Assam (GoA), through the Government of India has applied for a loan of US\$200 million from the World Bank (W.B.) for Implementation of the Assam Agribusiness and Rural Transformation Project (APART). Eight line departments of Govt. of Assam will be involved in the implementation of the project. Department of Fisheries is one of the implementing departments under APART. Fish value chain interventions under APART would be implemented by Directorate of Fisheries at State level and District Fishery Development Offices at District level. It is intended to hire ~~7~~ Technical Experts-Fisheries (TEFs) to be positioned in District Fishery Development Offices of Kokrajhar, Nalbari, Barpeta, Sonitpur, Darrang, Goalpara, Nagaon, Morigaon, Dhubri, Kamrup, Cachar, Golaghat, Jorhat, Sivasagar and Lakhimpur.
2. The Project Development Objective (PDO) is to *'add value and improve resilience of selected agriculture value chains, focusing on smallholder farmers and agro-entrepreneurs in targeted districts of Assam.'*
3. The project will achieve the proposed PDO by: (i) promoting investments in agri-enterprises, reducing the business and transaction costs, facilitating access to finance for agribusiness entrepreneurs, and, where appropriate, push for process, regulatory and/or policy change; (ii) supporting the development of a modern agri supply chain; improved information communication technologies (ICT) based farm information and intelligence services, and alternative marketing channels; and (iii) improving producers' access to knowledge, technologies and infrastructure so that they are able to respond to market opportunities and climate variability.
4. There are 4 (four) components to the APART. The first component is 'Support to Agri enterprise Development', with sub-components being (i) enhancing the State's capacity to attract private investments, (ii) setting up of an Agribusiness Enterprise Development and Promotion Facility (EDPF) (iii) investment fund support, (iv) establishing stewardship councils. The second component is 'facilitating agro cluster development' with the sub-components being (i) support establishment of cluster level industry associations, (ii) supply chain support, The third component is 'Fostering Market-led Production and Resilience Enhancement' with the sub-components being (i) promoting climate resilient technologies and their adoption, (ii) facilitating market linkages through market intelligence and product aggregation, and (iii) facilitating access to and responsible use of financial services. The fourth component is 'Project Management, Monitoring and Learning'.
5. The project would support value addition in the production and post-harvest segments of selected agriculture value-chains; facilitate agribusiness investments through inclusive business models that provide opportunities to smallholder farmers as well as stimulate the establishment of new small and medium agribusiness enterprises; and support resilience of agriculture production systems in order to better manage increasing production and commercial risks associated with climate change, in the

targeted districts. The project would adopt a cluster and value chain strategy in the targeted districts to generate economies of scale; promote vertical and horizontal links between local agricultural enterprises; enable diffusion of innovations; leverage network externalities; and channel public support for services and infrastructure. The project would enable all the value chain participants to develop competitive and innovative offerings that meet market demands rapidly and successfully.

6. Under sub-component C-1, fisheries is one of the important value chains being focused under the project. Interventions in the fish value chain, implemented by the district ATMA and Department of Fisheries, in collaboration with WorldFish and private sector partners, will focus on: (i) improving quality of the inputs such as fish seed and feed for aquaculture by establishing seed multiplication centers for quality seed production of genetically improved strains of Indian carps (*Jayanti Rohu*), *GIFT tilapia* etc., in project districts, and establishment of new hatcheries with improved brood stock management for production of high yielding carps; (ii) organizing smallholder producers into producer groups to access services, inputs and markets; (iii) matching grants (CIG Grants) to these producer groups for increasing productivity and production through adoption of better management practices, with cash contribution by the beneficiary groups as per the norms given in the Project Implementation Plan (PIP); (iii) promoting diversification of fish species by inclusion of small indigenous fish species through carp-*mola* polyculture technology; (iv) capacity building, training, and exposure visits of producers, awareness programs, on climate resilient aquaculture and fisheries and developing and implementing supporting policies and programs; and (v) improved post-harvest management, value addition and marketing of produce. The key activities to be financed will include, among others establishment of seed multiplication centres; upgradation of hatcheries; and technology demonstration in ponds, *beel* fishery and paddy-cum-fish farming in about 3900 ha. The project would also finance related consultancy services including feasibility studies; and capacity building activities.

(B) OBJECTIVES OF THE ASSIGNMENT AND SCOPE

7. The TEF will *inter alia* be responsible for overall smooth implementation of the fisheries value chain initiative of the project. TEF will work in close coordination with WorldFish and fishery FPOs and NGOs hired in the fishery sub-component of the project. TEF will also contribute to smooth implementation of the fish market development program under APART.
8. **The key job responsibilities include the following:**
- TEF will assist the District Fisheries Development Officer (DFDO)/ Sub-Divisional Fisheries Development Officer in smooth implementation of fish value chain interventions under APART
 - TEF will assist the DFDO and other staff at District level in preparation of District Annual Action Plans/ Annual Work Plans in line with the overall state plan under the Fisheries sub-component.
 - TEF will provide technical inputs to Fishery FPO Service providers and will also be instrumental in fishery demonstrations, trainings, farmer exposure visits, workshops etc. responsible for transfer of technology to the rural farmers related to APART
 - TEF will coordinate with the WorldFish and ensure that technical advisory provided by WorldFish is as per the PIP/Annual Work Plan and is being implemented properly in his/her area/District allotted and if there are any lapses, these are brought to the notice of relevant project authorities and timely corrective action is taken.
 - TEF would be instrumental in identification and short listing of project intervention sites (for eg. for demonstration, trainings, exposure visits etc) and beneficiary as per project guidelines.
 - TEF will prepare review reports, status reports and other documentation is required. TEF will provide information on progress of activities in the fisheries sub-component in his/her district periodically and as & when required by the project authorities.
 - TEF will provide information/data in a timely and prompt manner to project M&E agency as required.

- h. TEF will work in close coordination with ATMA and will also maintain regular liaison with District Level Coordination Committee (DLCC) on the physical and financial progress of fishery sub-component of APART in his/her district.
- i. TEF will ensure that buying of inputs, assets (etc) if any at District level under the Fisheries sub-component of APART is done in a fair and transparent manner properly following World Bank guidelines and procedures.
- j. TEF will have an oversight on selection of beneficiaries including those for project grants under the Fisheries sub-component
- k. TEF would be instrumental in establishment of seed multiplication centres, establishment of hatcheries,
- l. Any other task assigned by the DFDO.
- m. **Travel Requirements:** TEF would be required to undertake field-visits and tours to the project sites within the allocated Districts with the approval of Reporting Officer. Occasional travel out of the allotted district may also be required for review meetings, trainings, as directed.

(C) QUALIFICATIONS, EXPERIENCE, AGE ETC

9. **Educational Qualification:** The TEF must hold at least a Graduation in Fisheries Science of minimum four years duration from a recognized University/Institution.
10. **Working Experience:** The TEF must possess minimum 04 years experience in fisheries sector will be given preference.
11. **Computer Skills:** Must have proficiency in the use of Internet based applications, Graphics, MS Word, MS Excel & MS Power Point and other related applications
12. **Language:** Must be fluent in Assamese, English and Hindi
13. **Age:** Age of the candidate should not be more than 45 years as on 1st January 2018

(D) DURATION OF CONTRACT, RESIGNATION, TERMINATION ETC.

14. The tenure of TEF is intended for entire duration of the project i.e. seven years and will be co-terminus with the project period of APART. However, continuity of the TEF beyond one (1) year from the date of signing the agreement will depend upon his/her performance. The contract management shall be as per the prevailing project rules.
15. The contract with TEF may be terminated by either side at any point of time during the contractual period by serving a 30 days' notice without assigning any reason and without thereby incurring any liability to the Directorate of Fisheries/ Govt. of Assam/ ARIAS Society. The assignment is purely contractual in nature and shall not, under any circumstance, be extended beyond the APART's closing date. The Directorate of Fisheries/ Govt. of Assam/ ARIAS Society shall not undertake any responsibility for subsequent employment of the consultant. The resignation shall be as per prevailing project rules.
16. The TEF shall not assign or sub-contract, in whole or in part, his/her obligations to perform under this ToR except with the Reporting Officer's prior written consent. The TEF will have to serve the Project on full time basis under overall command of District Fisheries Development Officer (DFDO) and provide services from the office of the DFDO.

(E) REMUNERATION, PAYMENT TERMS AND LEAVE

17. The annual consolidated range of remuneration for the TEF will be Rs 3.6 lakh to 4.8 lakh based on experience, qualification and last amount drawn from previous engagement. Taxes as applicable shall be dealt with as per applicable laws.
18. Travelling, Boarding & Lodging expenses for approved official tours will be reimbursed as per prevailing project rules.

19. No house rent allowance or any other allowance shall be paid. No other payment whatsoever (except reimbursement of official travelling expenses) shall be paid, except as agreed with the TEF.
20. The provisions of leave would be as per prevailing project rules

(F) REPORTING AND PERFORMANCE REVIEW

21. The TEF will report to the District Fisheries Development Officer (DFDO). The performance of TEF will be reviewed by DFDO and finally by the Director of Fisheries, Assam as per performance review format developed by ARIAS Society.

(G) FACILITIES TO BE PROVIDED TO TEF

22. TEF would be provided with the following:
- Access to all the required documents like Project Implementation Plan (PIP), Project Appraisal Document (PAD), Community Operations Manual (COM), Annual Work Plans (AWPs), Value Chain Development Plans (VCDPs), Environment Management Framework (EMF), Social Management Framework (SMF), Indigenous People's Development Framework (IPF), Resettlement Policy Framework (RPF), correspondence & other information relating to the project, as deemed necessary.
 - Shared office space in the office of the DFDO along with a computer & accessories and office consumables.
 - Shared conveyance arrangements for official travel. Travel by public transport shall be reimbursed as per prevailing project rules.

Note: This is a draft ToR and may be changed, updated or modified at any stage till recruitment process is completed

