



PROFESSIONAL VACANCY ANNOUNCEMENT

N. 1 Junior Agronomist

Programme: “Recovery, Stability and Socio-Economic Development in Libya programme - Baladiyati” - Phase 2 (RSSD 2) / Sub Action EUTF/2022

Reference Code: n. 11/V/2023

Date of publication: 21/04/2023

Deadline for application: 22/05/2023

Position: n. 1 Junior Agronomist.

Job Type: International Expert in long mission

Duty station: Tripoli (Libya).

Duration of assignment: 12 months.

Starting period: at the end of the recruitment process.

Job contract : Consultant (non permanent contract)

Programme: “Recovery, Stability and Socio-Economic Development in Libya programme”– Phase 2 (RSSD 2)”, financed by the European Union and implemented by the Italian Agency for Development Cooperation (AICS).

PROGRAMME DESCRIPTION

The main objective of the Programme RSSD 2 is to plan, implement, monitor and evaluate income generation, job creation, livelihoods support activities and specific training activities, sub-delegated by the Italian Agency for Development Cooperation (AICS) to CIHEAM Bari within the framework of the Italian Cooperation Component of the “Recovery, Stability and Socio-Economic Development in Libya programme”– Phase 2 (RSSD 2). Therefore, CIHEAM Bari, as Sub-delegatee, will be engaged in developing the aforementioned activities assigned by AICS within the related Sub - Action.

With an **overall objective** “to foster a more inclusive social and economic environment and stability in the Region”, the Sub-Action aims to contribute to the creation of alternative livelihoods opportunities for local communities, returnees, migrants, refugees, IDPs; and to support business development infrastructure, develop tools, and train staff on local agricultural development.

TERMS OF REFERENCE

Duty station: Tripoli. There will also be the possibility to attend short missions in Tunis and in Italy and in local project sites, depending on security situation.

Contract and Remuneration: salary, benefits and other conditions are offered under the CIHEAM Bari rules and regulations. In particular, they will be determined based on professional seniority, specific professional qualifications and level of competence, concerning the responsibilities and specific tasks that the successful candidate will be required to perform.

Duration: initial contract of 12 months – including a three-months probation period – based on availability of funds and satisfactory performance.

Expected start of employment: at the end of the recruitment process.

Line Manager: Chief of technical assistance

1. KEY FUNCTIONS

Under the supervision of the Programme Chief of Technical Assistance in Libya, in close collaboration with the Action P.M.U. team, and particularly with the CIHEAM Bari HQ, the Junior Agronomist will support the correct implementation of the assigned activities and reporting of the Programme implementation.

In particular, she/he will perform the following tasks:

- Initiate and coordinate assigned activities to ensure timely and effective delivery of the expected outputs;
- Support drafting of overall/annual work plans;
- Plan and support the activities at in loco, interacting with local coordinators and technicians (Agronomists and Veterinarians);
- Set up the ToRs for local coordinators and technicians;
- Support short missions carried out by international experts - in presence and remote;
- Organise technical workshop, RTA, RTT and events (where needed) in loco under the approved work plan;
- Fulfil CIHEAM Bari administrative and financial rules as well as its ethical clauses;
- Organise, supervise, and monitor approved Work Plan's implementation activities, in coordination with their assigned manager;
- Ensure the preparation of technical annual and final reports;
- Coordinate the 4 field offices (service centres) and ensure liaison with the technical scientific team in Italy and in Libya;
- Establish monthly/weekly planning, monitoring, evaluating and detailed implementation of technical achievements, especially with regard to the adoption rate of suggested techniques;

- Coordinate monthly technical monitoring and planning meetings with local coordinators, both through in-person meetings in Tripoli or virtual conferences;
- Conduct technical assistance and agriculture extension techniques, adult training, training need assessment and design didactic programs for adults;
- Design a demand driven technical assistance/Extension networks'Provide overall technical and operational support to the Programme Management Unit (P.M.U.), including preparing technical documents and reports in coordination with the Chief of Technical Assistance;
- Foster local partner and stakeholder relationships, and relevant Libyan stakeholders at national and local level (e.g. Ministries and municipal authorities);
- Provide technical support to the tender evaluation committees, and support with any technical related documentation preparation;
- Perform any other duties as required.

2. REQUIREMENTS

2.1 Essential Requirements:

Candidates will be considered eligible for selection based on the following essential requirements, to be fulfilled by the deadline for applications:

- 2.1.1 University degree in Agriculture or related fields (level 6 European Qualification Framework E.Q.F.);
- 2.1.2 At least 2 years of relevant professional experience with international projects in MENA region;
- 2.1.3 Fluency in written and spoken English (C1 Level - Common European Framework of Reference);
- 2.1.4 Proficiency in the use of Microsoft Office applications.

2.2 Preferred requirements:

- 2.2.1. PhD or relevant academic qualifications;
- 2.2.2 Previous professional experience in International Organizations;
- 2.2.3 Knowledge of technical assistance, adult training, extension techniques, technical surveys, value chain approaches;
- 2.2.4 Fluency in the Italian language.

3. APPLICATION PROCEDURE

All interested applicants shall submit the application, duly dated and signed, in pdf format, to the following email address cv@iamb.it. The application should include:

- Signed motivation letter in English(maximum 1 page)

- Signed Curriculum vitae in English (Europass format);
- Copy of valid passport.
- Personal data treatment statement duly signed for approval.

Applicants are requested to specify the following reference code in the email subject: **Ref. n. 11/V/2023 "Application for Junior Agronomist in Libya"**.

Applications without the above reference will be excluded from the selection.

Applicants should also provide a valid telephone number and email address for communications, and timely notify CIHEAM Bari of any relevant change after submitting the application.

Please note that only complete applications received within the deadline will be accepted and considered. Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indications on whether they were full- or part-time should be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the application. Upon request, candidates must provide supporting documentation clearly indicating the duration and nature of those experiences.

Qualified female applicants are encouraged to apply for this position as CIHEAM Bari caters for an inclusive working environment and is committed to achieve gender-balanced staff.

4. EXCLUSION FROM SELECTION PROCEDURES

Applications containing the following defects will not be considered:

- Applications lacking any of the essential eligibility requirements;
- Applications received after the deadline stated in this announcement;
- Application documents not signed;
- Application lacking of any essential document as per application procedure

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari assesses applications' eligibility regarding the presence of the essential requirements and the absence of causes for exclusion. Subsequently, CIHEAM Bari appoints a Commission, which meets the candidates' requirements for autonomy and impartiality. The Commission assesses the applications by assigning a maximum overall score of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and competencies, and possession of preferred requirements as indicated in the documentation submitted by the candidate will be carried out

according to the following parameters:

- ✓ Education – up to 10 points
- ✓ Language skills – up to 10 points
- ✓ Assessment of professional experiences – up to 20 points

5.2 Interview (Max 60 points)

Only candidates scoring a minimum of 30 points under essential and preferred requirements (comprised of art. 2) will be shortlisted and invited for an interview. The interview will take place via video conference (e.g. Skype or Zoom).

The interview shall be held in the languages indicated in the call for applications. It shall assess the applicant's knowledge and experience, his or her ability to carry out the aforementioned task, the relevant language skills required and any other competencies deemed necessary to assess the candidate's profile in relation to the position. The interview notice is sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred in connection with the interview. CIHEAM Bari will assess the candidate according to its rules and regulations. Such assessment will be based on *intuitus personae* since these assignments fall within intellectual work performance. The assignments will be formalized in accordance with CIHEAM Bari regulations after approval of the CV of the eligible candidate by the CIHEAM Bari Director.

6. RESULTS OF THE SELECTION

The candidate who achieves the highest score in the ranking list is considered to be successful and will be informed accordingly. In case of an offer decline by the successful candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list - depending on availability of funds. Whether two or more candidates obtain the same score, the youngest candidate will be preferred. The ranking list is published on CIHEAM Bari website. Due to essential service reasons, the successful candidate must commence the role (in Libya or at least in Tunisia) no later than 1 month from the publication of the ranking on CIHEAM Bari website. In case the working availability is not granted, the office reserves the right to appoint another candidate from the ranking list.

7. CONTRACT AND REMUNERATION

Salary, allowance, indemnity and other conditions are subject to CIHEAM Bari rules and regulations; in particular, they will be set based on candidate professional seniority, specific professional qualification and level of competence and skills concerning the responsibilities and tasks the successful candidate will be required to perform.

Remuneration will be paid in Euros, including charges, social security, insurance and any additional tax charge. Approved remuneration will be related to the duty station in Lybia.

Permanent and non-permanent staff are expected to adhere to the Code of Ethics and conduct of

CIHEAM Bari that reflects the commitments to the Organization Core values.

An initial three-month probationary period will be granted, after which the appointment may be confirmed or withdrawn.

8. PERSONAL DATA TREATMENT

Applicants are aware that submission of their applications implies consensus to treat and manage their personal data (included sensitive ones). This data will be exclusively managed by the CIHEAM Bari personnel who is in charge to store and use of the application dossier. CIHEAM Bari is committed to manage personal data in conformity with privacy obligations issued last 5 July 2019 ("*Security of the Information and Personal Data Protection Policy*"), inspired to the EU Regulation 679/2016 – "General Data Protection Regulation" including further modifications/amendments.

9. SPECIFICATIONS ON THE ASSIGNMENT

CIHEAM Bari reserves the right to proceed with the assignment's formalisation only after the administrative and financial procedure for allocation of the project funds has been completed and following clearances and no objections received from the competent authorities /institutions. CIHEAM Bari may not go through the assignment procedure also for discretionary reasons. This assignment is not a permanent job within the CIHEAM Bari or the project itself and is subject to periodical monitoring. If force majeure obliges the consultant to return to Italy, or to work in a Country different from the duty station, the remuneration will be commensurate accordingly.