



EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA No IDA V-4100

Trust agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT (PULCCA)

CALL FOR EXPRESSION OF INTEREST

No.....010...../AMI/MINEPAT/SEMRYPULCI/RAF/SPM/2022 of

For the recruitment of Consultants within the PULCCA Management Unit, namely:

1/ An Environmental Specialist; 2/ A Social Specialist; 3/ A Gender/GBV Specialist; 4/ A Food Security Specialist; 5/ A Livestock Production Specialist and;6/ An Information Systems and Digital Tools Expert.

1. Cameroon is a middle-income country with great potential for economic growth, yet it has not fully exploited it. The country is heavily dependent on raw materials and oil. Serious development challenges limiting growth potential include poor implementation of fiscal reforms, climate change issues as well as ongoing conflicts and terrorism.

2. Over the period 2014-2019, the real GDP growth rate averaged 4.5%, supported by an expansion in services, consumption and private investment. With the emergence of COVID-19, containment measures imposed by the Government have contributed to job losses and increased vulnerability.

3. In addition, terrorism and ongoing violent conflicts have hampered development in the North-West and South-West Regions of Cameroon and contributed to increased poverty and food insecurity in the country. Furthermore, the Lake Chad Basin crisis linked to Boko Haram broke out in Nigeria and spread to the far north of Cameroon 12 years ago. These crises have undermined efforts to reduce poverty by putting pressure on natural resources and reducing the availability and accessibility of food.

4. The most recent Cadre Harmonisé (CH) estimates from March to May 2022 show that 2.86 million Cameroonians face acute food insecurity and nearly a quarter of a million face Phase 4 conditions (humanitarian emergency). Forecasts from June to August 2022 indicate that 2.38 million people will be facing acute food insecurity.

5. Regarding supply, the current food security crisis is due to the reduced availability and accessibility of food. The continuous depletion of year-on-year stocks of staples such as rice, sorghum and maize, as well as livestock (for milk and meat), extends the lean season by two to three months and starts early.

6. Concerning demand, low affordability due to rising food prices and low incomes is increasing food insecurity in Cameroon. Currently, basic commodity prices are rising despite government restrictions on cereal exports. Currently, 48% of Cameroonians cannot afford a diet that meets their nutritional needs and 24% cannot afford a diet that meets their energy needs.

7. Hence, the Government of the Republic of Cameroon and the World Bank on October 26, 2022, signed the Loan Agreement to finance the Cameroon Emergency Food Crisis Response Project (PULCCA).

8. The objective of PULCCA is to urgently respond to the mitigation of short-term impacts of food and nutrition insecurity, as well as its medium-term drivers to strengthen economic, climatic and community resilience in the North, Far North, North-West, South-West, Adamawa and East Regions. The project aims to provide food and nutrition assistance to extremely vulnerable people, and support farmers to achieve higher productivity and climate resilience.

9. The proposed project will be implemented over a period of three (03) years under the supervision of the Ministry of

Agriculture and Rural Development (MINADER). PULCCA's activities are organised around four main components as follows

Component 1: Support to food and nutrition stabilisation of early response for early recovery and resilience building. The specific objective of this component is to address the immediate food insecurity needs in the areas targeted by the project. It will provide direct and indirect food assistance to several vulnerable segments of the population in crisis-affected communities, while contributing to long-term climate mitigation and adaptation. To this end, the component is organised into two sub-components: (a) provision of emergency food aid and nutrition, (b) labour-intensive public works.

Component 2: Strengthening the productive capacity of smallholders through crop and livestock support for climate and nutritional resilience. This component will focus on improving sustainable production including post-harvest management, processing and market access for producers to improve food security. To this end, the component is organised in 2 sub-components: (i) Support to food production for farmers and agri-food processors; (ii) Support to livestock farmers and fishermen and related processing.

Component 3: Support for strengthening government capacity to monitor food security crises, information systems and agrometeorological services

This component will strengthen information systems and preparedness capacity so that Cameroon can minimize the humanitarian and socio-economic costs of future food security crises. It consists of two sub-components: (i) Strengthening government capacity and information on food security, agrometeorological conditions, market prices, (ii) Development of digital tools to support food security response and climate resilience.

Component 4: Project management, monitoring and evaluation

This component will finance activities related to the coordination and management of the project including monitoring and evaluation.

10. To this end, part of the International Development Association (IDA) loan for the financing of the said project will be used to make payments for services covered by contracts of the following PULCCA Consultants: 1/ An Environmental Specialist; 2/ A Social Specialist; 3/ A Gender/GBV Specialist; 4/ A Food Security Specialist; 5/ A Livestock Production Specialist and; 6/ An information systems and digital tools specialist.

11. In order to ensure that the smooth running of development projects is not disrupted, candidates working or having worked in a management unit of one of the development projects financed by the World Bank whose closing date is less than one year after the publication of this call for expression of interest (AMI) are not eligible for these six (6) vacancies.

12. Applicants are hereby informed that the provisions of paragraphs 3.14, 3.16 and 3.17 of Section III of the "Procurement Rules and Regulations for Borrowers Seeking Investment Project Financing (IPF), edition published on July 1, 2016, revised in November 2017, August 2018 and November 2020" relating to the World Bank's rules on conflict of interest are applicable. These Rules are available at the following website: www.worldbank.org/procurement.

1. TASKS DESCRIPTION AND PROFILES REQUIRED FOR EACH POSITION

The task description and the required profiles of the applicants are presented below for each position.

POSITION 1: ENVIRONMENTAL SPECIALIST

DUTIES AND TASKS OF THE ENVIRONMENTAL SPECIALIST

Under the supervision of the Coordinator of the Project Coordination Unit, he/she is responsible for the proper implementation of the environmental protection measures as foreseen in the Project Appraisal Document (PAD) and the Environmental and Social Commitment Plan (ESCP). To this end, he/she is responsible for:

- planning, innovation and coordination of environmental due diligence;
- environmental monitoring and follow-up;
- communication and capacity building;
- reporting, monitoring, evaluation and archiving of all environmental aspects including occupational health and safety (OHS) issues of the project.

He/she shall work in close collaboration with the Social Expert and other relevant Project Specialists.

Tasks description:

- ✓ **Planning, innovation and coordination of environmental due diligence;**
 - Implement the measures and actions agreed in the Environmental and Social Commitment Plan (ESCP);
 - Ensuring that the project offices meet health and safety standards;
 - Implement the Environmental and Social Management procedures foreseen in the ESMF and the Pest Management Plan prepared for the project;
 - Assist the Project Coordinator and the entire project management team in all inter-sectoral coordination actions concerning the implementation of the Project in terms of environmental due diligence;
 - Contribute to the preparation of the terms of reference for the necessary impact assessments and other additional protective instruments, ensuring in particular that the requirements of the World Bank's Environmental and Social Standards are met;
 - Coordinate the development of these studies and additional protective instruments;
 - Participate in the elaboration and updating of the annual work plan of the Project and ensure that the environmental aspects of each project activity are taken into account and that budgetary provisions are made for their implementation;
 - Review and approve contractors' specific ESMPs as well as safety, health and hygiene plans.;
- ✓ **Environmental monitoring and follow-up:**
 - Prepare, in collaboration with the World Bank team, supervision missions with regard to environmental protection measures;
 - Monitor, follow up and evaluate the environmental component to verify the effectiveness of the impact mitigation measures and their compliance with the ESMP by the project;
 - Work with beneficiaries to advise, monitor and evaluate the environmental performance of cropping practices (input management, tillage, riparian buffer strips, hydro-agricultural schemes, etc.)
 - Ensuring that the various environmental permits are obtained under the environmental and indemnity laws;
 - Ensure strict compliance with occupational health and safety measures on all construction sites;
 - Contribute to the elaboration of the BD, with regard to the environmental and social clause specifications;
 - Ensure compliance with the environmental clauses in the BD;
 - Ensure the implementation of corrective actions to environmental non-conformities identified on the different work sites;
 - Notify, investigate and report incidents and accidents at work.
 - Anticipate changes in the project environment and propose measures to adapt to and take account of these changes.
- ✓ **Communication and capacity building:**
 - Participate in the development and implementation of the project communication plan/strategy with the promotion of good environmental practices;
 - Sensitise and train the staff of the Project Coordination Unit (PCU) and the relevant stakeholder structures on how to take into account the environmental dimensions of the project;
 - Set up and lead a sector platform for stakeholders interested and involved in the management of environmental aspects.
- ✓ **Reporting, monitoring-evaluation and archiving:**
 - Contribute to the collection of data concerning the monitoring and evaluation of the Project's environmental management activities;
 - Coordinate the development of environmental indicators, a task that requires multi-stakeholder involvement and participation;
 - Produce specific reports and monthly (project) as well as quarterly activity reports (including the status of implementation of the World Bank-ESCP);
 - Produce the various activity reports of the Project with regard to the environmental monitoring and follow-up of the Project;
 - Produce any specific environmental management reports requested by the Project Coordinator;
 - Set up an archiving system (physical and digital) for the project's environmental information.
 - Carry out any other tasks deemed relevant by the Project Coordination, for the achievement of the project's objectives and which have not been mentioned above.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE ENVIRONMENTAL SPECIALIST

- Be a holder of a university degree of at least BAC + 5 in one of the following fields: occupational health and safety, environmental management, natural and environmental sciences or any other field equivalent to the environmental professions.
- Have at least five (5) years experience in monitoring the implementation of environmental and social management plans;
- Have conducted or supervised at least two (02) environmental and social impact studies of the rural sector in the last ten (10) years

- Have a good knowledge of Cameroon's environmental legislation as well as the World Bank's Environmental and Social Standards (ESS) (for the ESS, it is mandatory to have completed the online course on the Environmental and Social Framework through the certificate);
- have at least one (1) year experience in a similar position for development projects financed by donors
- Have an experience in the project area would be an asset
- Have an experience in a World Bank project would be an asset.
- Have the ability to write technical reports that can be used by donors;
- Have skills in negotiation, leadership and training of diverse groups
- Have a sound knowledge of commonly used software applications and possibly geographic information systems;

Assets:

- Experience in agri-environmental farming practices;
- Experience in group training on environmental aspects;
- Experience in occupational health and safety;
- Experience in the areas of intervention of the Project.

POSITION 2: SOCIAL SPECIALIST

DUTIES AND TASKS OF THE SOCIAL SPECIALIST

Under the supervision of the Coordinator of the Project Coordination Unit, he/she will be responsible for the proper implementation of the social protective measures as provided in the project document. To this end, he/she is responsible for:

- planning and coordinating social activities at both strategic and operational levels;
- communication and capacity building on the social safeguards of the project;
- monitoring, evaluation, archiving and reporting on all social aspects of the project.

Tasks description:

✓ **Planning and coordination of environmental due diligence:**

- plan and ensure the implementation of all actions proposed in all safeguard documents (Resettlement Policy Framework (RPF), Environmental and Social Management Framework (ESMF), Indigenous Peoples Planning Framework (IPPF), Stakeholder Engagement Plan (SEP);
- in collaboration with the corresponding specialists plan and ensure the implementation of the safety management plan, GBV/EAS/HS action plan);
- represent the Project Manager for the services financed by the project with the Consultants and firms recruited, in particular for the environmental and social safeguard studies, in collaboration with the environmental expert;
- ensure the implementation of the Stakeholder Engagement Plan and periodically collect stakeholders' perceptions on the implementation of the project;
- ensure that environmental and social protective measures are included in all requests for proposals and Notices of Interest (NOI), in collaboration with the environmental expert;
- ensure the monitoring and integration of the social dimension in the overall project implementation strategy and in all complementary technical studies to be carried out in the framework of the project;
- assist the Project Coordinator and the entire project management team in all inter-sectoral coordination actions concerning the implementation of the Project in terms of environmental due diligence;
- follow up on the results of the project activities, ensure updates and implementation and monitoring of the Complaints Management Mechanism (CMM) and in collaboration with the gender expert
- design the modules of training sessions prepared for the benefit of key actors through workshops on issues of social protection as part of implementation of the Project;
- in collaboration with the Social Specialist, develop and implement the social communication strategy (including on GBV/EAS/HS issues) towards beneficiaries and stakeholders.
- in collaboration with the gender/GBV specialist, ensure and monitor consultations with beneficiaries, project-affected communities, as well as other project stakeholders, with a particular focus on women and girls, and equally ensure that these consultations with female beneficiaries are carried out in a safe and confidential manner with female facilitators;
- develop the terms of reference for studies and other complementary social safeguard instruments, ensuring that the World Bank's social safeguard requirements are taken into account; and monitor the implementation of these studies;
- ensure the integration of social safeguard activities into the Project's Annual Work Plan and Budget (AWPB), and their effective implementation each year;
- Participate in the preparation of the project's audit missions, monitor their progress and the implementation of the auditors' recommendations on social aspects;
- Participate in coordination meetings.

✓ **Communication and capacity building:**

- Assist the Communication Specialist in the development and implementation of the project's communication strategy and plan, to ensure that the safeguard component is taken into account in the project's communication activities;
- sensitise and build the capacity of the Project Coordination Unit (PCU) staff and relevant stakeholder structures, including producer groups, to take into account the social dimensions at all levels of implementation of project activities;
- Set up and lead a sector platform for stakeholders interested and involved in the management of environmental aspects.

✓ **Monitoring, evaluation, archiving and reporting:**

- Inform the project's monitoring and evaluation system with the project's social safeguard data;
- coordinate the identification of social indicators, which requires the mobilisation of several stakeholders;
- ensure that good social practices are respected in company activities;
- Evaluate the relevance, effectiveness and efficiency of the implementation of the various social measures recorded in the safeguard documents (CPR, CGES, CPPA, etc.) and make proposals for possible adjustments on the basis of constraints in the implementation phase;
- prepare, in collaboration with the World Bank team, supervision missions to monitor the implementation of social protection measures;
- Set up a system for the digital archiving of the project's social information and for the management of complaints and claims;
- Prepare specific reports and monthly (project) as well as quarterly (World Bank) progress reports on the social safeguards of the project;
- In collaboration with the environmental expert, draft the chapter on environmental and social aspects of the quarterly, bi-annual and annual socio-environmental reports of the companies and monitoring missions and prepare notes for the coordinator.

Any other tasks deemed relevant by the Project Coordination, to achieve the objectives of the implementation of the social safeguards, and which have not been mentioned above, will be carried out by the Social Issues Specialist.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE SOCIAL SPECIALIST

- Be a holder of a university degree, of at least BAC + 5 in the field of Social Sciences (Sociology, Anthropology), or any other equivalent field;
- have at least five (5) years of professional experience in conducting or supervising social studies in the rural sector and monitoring development projects in the field; and at least two (2) years of experience in developing resettlement action plans;
- have a good knowledge of the national political, legal and institutional framework of social management, as well as a perfect mastery of the Environmental and Social Standards of the World Bank;
- have at least three (3) years experience in a similar position for development projects financed by donors;
- have the ability to write technical reports that can be used by donors;
- have skills in negotiation, leadership and training of diverse groups;
- have a sound knowledge of commonly used software applications and possibly geographic information systems;
- have a good written and oral communication skills in French, along with a sound command of English.

Assets:

- Experience with multilateral partners (WB, ADB, etc.);
- Good knowledge of GBV/EAS/HS issues.

POSITION 3: GENDER/GBV SPECIALIST

DUTIES AND TASKS OF THE GENDER/GBV SPECIALIST

The PULCCA Gender/GBV Specialist will work under the supervision of the PULCCA Coordinator.) In this regards, he/she will assist the PULCCA Coordinator and staff to integrate the gender perspective systematically into the project management cycle (i.e. formulation, implementation as well as monitoring and evaluation), in administrative and financial management, in communication and in mitigating the risks of gender-based violence (GBV) and especially Sexual Exploitation and Abuse or Sexual Harassment (EAS/HS).

He/she shall carry out the following specific tasks

- ensure the identification of GBV/EAS/HS risks related to project implementation and develop risk mitigation strategies and mitigation measures in the project's environmental and social safeguard framework instruments;
- develop and implement the PULCCA Gender and GBV/EAS/HS Mitigation Action Plan;
- develop gender tools (code of conduct) to effectively ensure gender institutionalisation in PULCCA (i.e. the inclusion of a gender dimension in programming, procedures and management system);
- In collaboration with the Social Specialist, develop and implement the social communication strategy (including on GBV/EAS/HS issues) towards beneficiaries and stakeholders.
- ensure and monitor consultations with beneficiaries, project-affected communities, and other project stakeholders, with a particular focus on women and girls, ensuring that consultations with female beneficiaries are conducted in a safe and confidential manner and with female facilitators;
- ensure updates and implementation of the GBV Complaints Management Mechanism (GBV-CMM) which will address complaints related to sexual exploitation/abuse and harassment within the Project in coordination with the Project Complaints Management Mechanism.
- ensure compliance with confidentiality and security guiding principles in the ethical collection, storage, and sharing of EAS/HS complaints data received through the CMM.
- If necessary, develop the terms of reference for the recruitment of consultants or NGOs specialised in GBV that can be hired to support the implementation of prevention and response activities to EAS/HS, including the measures in the GBV/EAS/HS Action Plan, as well as the supervision of the services of these specialist consultants.
- in collaboration with the social specialist, ensure and monitor consultations with beneficiaries, communities impacted by the project, and other project stakeholders, focusing in particular on women and girls, and ensuring that these consultations with female beneficiaries are carried out under safe and confidential conditions and with female facilitators.
- ensure compliance with confidentiality and security guiding principles in the ethical collection, storage, and sharing of EAS/HS complaints data received through the CMM.
- develop the referral system, the care protocol for survivors and other tools required for the management of GBV/EAS/HS incidents.
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- ensure the implementation and coordination of GBV prevention and response activities as well as those mitigating GBV/EAS/HS risks by:
 - Supervising activities of the potential update of the GBV services map in the project's implementation areas, the protocol for the care of survivors and the referral system;
 - Supervising the contracts of providers and the services of GBV consultants;
 - Working closely with the Social Specialist to manage GBV complaints;
 - Collaborating other members of the PCU, especially the Environmental and Social Safeguard Specialists;
 - Coordinating expected risk mitigation actions with project partners and governmental structures involved in its implementation;
- facilitate awareness raising and capacity building on gender and GBV/EAS/HS risk mitigation for national actors involved in the implementation of the PULCCA;
- ensure that gender and GBV/EAS/HS are considered in the administrative and financial management as well as in the communication of the PULCCA;
- ensure that the gender perspective is taken into account in the generation and dissemination of technologies, with an emphasis on the involvement of men and women, particularly vulnerable groups;
- initiate specific activities to promote the socio-economic empowerment of women and youth, especially vulnerable people in the priority sectors of the Project;
- ensure, in collaboration with the monitoring and evaluation officer, that gender and GBV/EAS/HS are considered as part of the results framework, as well as in the whole monitoring and evaluation system of the project;
- ensure that gender and GBV/EAS/HS are taken into account in the collection and analysis of all data, with particular emphasis on disaggregating data by sex, age group and gender;
- facilitate access to PULCCA resources, opportunities and benefits for vulnerable groups;
- ensure compliance with the provisions for gender aspects in the implementation of the Project;
- represent PULCCA at national and international agricultural fairs dealing with gender issues;
- periodically draft reports on the status of the implementation of the gender and GBV/EAS/HS mitigation action plan;
- carry out any other task assigned by the PULCCA Coordinator to ensure effective management of the Coordination Unit in achieving the Project's objectives

To accomplish his/her duties, the Gender/GBV Specialist will work in close collaboration with all PCU Managers and other stakeholders.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE GENDER/GBV SPECIALIST

The Gender/GBV Specialist should have the following qualifications:

- have a university degree of at least BAC + 5 in Social Sciences (Sociology, Anthropology) or equivalent in at least one of the following disciplines: Gender and Social Development, Law, Rural Development or related disciplines;
- have at least five (5) years of professional experience on gender issues, prevention and response to GBV, social development and empowerment of vulnerable people such as women and youth;
- have a good knowledge of the new World Bank Environmental and Social Framework as well as the Good Practice Note on EAS/HS aspects; have a good knowledge of applied research on gender and GBV issues, challenges and opportunities in agricultural research and development;
- have a proven practical knowledge of leadership skills in rural areas and in particular of consultations with women, girls and vulnerable populations;
- have a good capacity to work independently in diverse environments and circumstances;
- be able to work with multidisciplinary and multinational teams;
- be proactive and well organised;
- have skills in planning and problem solving;
- have good writing and editing skills;
- have good command of computer software (Word, Excel, Power Point, Internet).
- have a good command of oral and written French.

POSITION 4: FOOD SECURITY SPECIALIST

DUTIES AND TASKS OF THE FOOD SECURITY SPECIALIST

Under the authority of the PULCCA Coordinator, the recruited Food Security Officer will work and report on all food security activities of the Project. He/she shall work in collaboration with all component managers to achieve the Project's objectives.

He/she shall have the following main tasks:

- Propose measures to improve food and nutritional security of the project beneficiaries as well as food safety;
- Coordinate with all stakeholders and the World Bank to prepare the Food Security Crisis Preparedness Plan (FSCPP) 6 months after entry into force. Then coordinate FSCPP-actions with stakeholders.
- Propose concrete actions to promote nutrition-sensitive agriculture;
- Analyse the impact of the implementation of the Project on food and nutrition security in the target areas;
- Support the monitoring and follow-up of the implementation of food and nutrition security activities as part of the project;
- Propose reorientations and corrective measures for an efficient implementation of the Project in terms of food and nutrition security and food safety;
- Ensure that food security, nutrition and food safety issues are effectively taken into account in the implementation of the Project;
- Draft technical documents for the development, implementation and evaluation of food security as part of the Project;
- Carry out any other tasks in his/her field of competence as assigned by the coordinator and in close collaboration with all Project experts.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE FOOD SECURITY SPECIALIST

- Be holder of a university degree of at least BAC + 5 in nutrition, food science, agronomy, agriculture, rural development, agricultural economics, or any other equivalent degree;
- Have at least three (03) years of practical experience in the sector of agronomy, rural development, food and nutrition security as well as food safety within an organisation in the public or private sector;
- Have experience in an international donor-funded project, and/or experience in the agriculture sector in general
- Have experience in analysis of food and nutrition security, food safety, nutrition sensitive agriculture or quality management of agricultural and agri-food products.

Assets:

- Experience in a food and nutrition project;
- Experience in the Project's areas of intervention, notably the South-West and North-West.

POSITION 5: LIVESTOCK PRODUCTION SPECIALIST

DUTIES AND TASKS OF THE LIVESTOCK PRODUCTION SPECIALIST

Under the authority of the Coordinator, the Livestock Production Specialist is mainly responsible for the implementation of the activities of sub-component 2.2: (Support to livestock farmers and fishermen, and related treatment).

In this regard, he/she is responsible for the following activities;

- Improvement of livestock production practices;
- Improvement of aquaculture practices;
- Acquisition and distribution of animal inputs;
- Procurement and distribution of animal and fish genetic material and equipment;
- Building capacity of beneficiaries, institutions and organisations concerned (post-production management, etc.);
- Pasture management and development of pastoral and fish industry infrastructures (zoo-sanitary, pastoral hydraulics,);
- Improving the adaptive capacities of the poorest or most vulnerable communities affected by the crisis;
- Capacity building of livestock farmers on good livestock and aquaculture practices adapted to climate change;

Tasks description

- Inform and sensitise the public and beneficiaries on the Project procedures in its area of competence;
- Sensitise the farmers on good animal husbandry and aquaculture practices adapted to climate change;
- Carries out and/or participates in monitoring and technical support missions in the PULCCA beneficiary regions;
- Contributes to the preparation, updating and implementation of the Procurement Plan for activities under sub-component 2.2;
- Contributes to the drafting of monitoring and evaluation grids and aids for the follow-up of livestock production and aquaculture activities;
- Develops partnership with research for the development of adapted technologies likely to overcome the specific constraints encountered by livestock and aquaculture farmers;
- Participates in the preparation of procurement documents for sub-component 2.2 activities (bidding documents, request for proposals, request for quote, ToR for studies);
- Supports and monitors the improvement of animal and pastoral resource management practices with a view to increasing fodder productivity, securing pastoralists' access to resources and reducing conflicts;
- Ensures the follow-up of marketing activities and the marketing of livestock and aquaculture products;
- Contribute to the identification and implementation of innovative solutions as a result of these assessments.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE LIVESTOCK PRODUCTION SPECIALIST

- Have a university degree of at least BAC + 5 in livestock production, agronomy option livestock production, veterinary medicine or any other equivalent degree;
- Have carried out livestock production activities;
- Have a professional experience of at least three (03) years in the livestock sector, particularly in the monitoring of sub-projects in the livestock sector;
- Have professional experience in the development and/or application of good livestock practices adapted to climate change;
- Have experience in the technical procedures of implementation of projects financed by Technical and Financial Partners in general and multilateral in particular;
- Have a good capacity to manage and lead working groups.

Assets:

- Experience in a food and nutrition project;
- Experience in the Project's areas of intervention, notably the South-West and North-West.

POSITION 6: INFORMATION SYSTEM AND DIGITAL TOOLS EXPERT

DUTIES AND TASKS OF THE INFORMATION SYSTEM AND DIGITAL TOOLS EXPERT

Under the authority of the Coordinator, the Information System and Digital Tools Specialist's main function will be the design, implementation and monitoring of an automated information system in collaboration with the national agencies to ensure the coherence, quality, security and permanent accessibility of information.

As part of his/her duties and tasks, in collaboration with his/her hierarchy and other colleagues, he/she will assume the following main tasks:

- Carry out all tasks necessary for computerisation and information system of the project;
- Maintain the technical databases of the project and of the national entities (DSA, PNVRSA, etc.), develop them and adapt them according to the needs of the users and technological developments.
- Ensure a good flow of information between the project and the national entities. He/she checks the equipment and proposes solutions to satisfy the requests of other staff.
- Initiate orders for computer and digital equipment necessary for the performance of its tasks.

To this end, the main tasks will be to:

- Develop the project's information system master plan in conjunction with the other structures;
- Ensure the technical choices of IT solutions, taking into account technological developments and in accordance with the professional standards;
- Ensure the integration of IT and digital tools and techniques within the project activities;
- Design and ensure the implementation of the project databases in collaboration with the other structures;
- Ensure the coordination of IT activities within the project;
- Design a security system for the project information system and ensure its implementation;
- Identify IT needs and participate in the development of specifications and Terms of Reference in collaboration with other structures;
- Ensure the availability, reliability, security and integrity of the project information system;
- Assisting and providing advice to the Coordinator on computer techniques and the operation of information system;
- Ensure the administration of the computer network;
- Ensure the administration of the database;
- Drawing up a training plan in the computer and digital fields for staff involved in the information system;
- Ensuring technological monitoring in the field of IT;
- Assisting users in the use of information systems (business applications, PCs, peripherals, etc.) and mobile computing if required;
- Receive the ordered equipment;
- Ensure that the material is compatible with the needs of the project;
- Carry out and supervise computer troubleshooting;
- Improve network performance;
- Renovate and extend the network;
- Advise and support staff in the use of the network;
- Draw up the annual schedule of activities for the unit;
- Drawing up the department's budget and submitting it to the hierarchy.

QUALIFICATIONS AND EXPERIENCE REQUIRED FOR THE INFORMATION SYSTEMS AND DIGITAL TOOLS EXPERT

Applicants must have:

- a university degree of at least BAC + 5, in computer science, information systems or any other equivalent degree;
- At least five (5) years of professional experience in IT in public and/or private institutions;
- solid experience in computer network administration (at least 02 experiences);
- solid experience in auditing and computer network security (at least 01 experience);
- a good command of the operation, administration and security of a server under Linux and Windows environments
- a good knowledge of network interconnection;
- a good knowledge of intrusion detection and intrusion detection and/or prevention software;
- professional integrity and ability to work in a team and under pressure.

2. WORKPLACE FOR ALL POSITIONS

The workplace for all positions is Limbe in the South-West Region.

3. TERM OF THE CONTRACT FOR ALL POSITIONS

The term of the contract shall be two (02) years, possibly renewable for the duration of the project, with a trial period of six (06) months. Renewal will only be possible if its record of service is satisfactory for the project.

The performance of the Consultants will be assessed annually on the basis of a performance contract.

4. COMPOSITION OF THE APPLICATION FILE FOR ALL POSITIONS

Applications shall be submitted in physical form (02 copies of which 01 original and 01 copy marked as such) or in electronic form; and shall include the following documents: a) A detailed letter of motivation; b) A signed curriculum vitae (CV) of the candidate dated less than three (03) months with the candidate's complete addresses (P.O. Box, telephone, e-mail, etc.) highlighting similar experiences; c) Simple copies of diplomas, attestations and/or work certificates and any other documents demonstrating the candidates' skills/qualifications; and d) A photocopy of the applicant's national identity card.

5. SELECTION PROCEDURE

The selection will be carried out in two stages. The first stage will be a review of the applications and the second stage will be an interview with the short-listed candidates. The first stage will weigh up: **Eighty percent (80%)** and the second stage for: **twenty percent (20%)**.

REPUBLIQUE DU CAMEROUN
Paix - Travail - Patrie

MINISTERE DE L'ECONOMIE DE LA PLANIFICATION
ET DE L'AMENAGEMENT DU TERRITOIRE
MINEPAT



REPUBLIC OF CAMEROON
Peace - Work - Fatherland

MINISTRY OF ECONOMY, PLANNING AND
REGIONAL DEVELOPMENT
MINEPAT

EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA No. IDA V-4100

Trust agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT (PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF THE PULCCA ENVIRONNEMENTAL SPECIALIST

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with significant economic growth potential; however, he has not fully exploited it. The country is heavily dependent on raw materials and oil. Among the serious development problems that limit growth potential are the incomplete implementation of fiscal reforms, the problems related to climate change, as well as ongoing conflicts and terrorism.

During the period 2014-2019, the real GDP growth rate averaged 4.5%, supported by an expansion of services, consumption and private investment. With the emergence of COVID-19, the Government-imposed containment measures have contributed to job losses and increased vulnerability.

In addition, Terrorism and ongoing violent conflicts have hindered the development of North-West and South-West Cameroon and have contributed to rising poverty and food insecurity in the country. Furthermore, the crisis of Lake Chad Basin linked to the presence of Boko Haram erupted in Nigeria and spread to the Far North of Cameroon 12 years ago. These crises have undermined poverty reduction efforts by putting pressure on natural resources and reducing the availability and accessibility of food.

The most recent Cadre Harmonisé (CH) estimates from October to December 2021 show that 2.43 million Cameroonians face crisis food insecurity and almost a quarter of a million in Phase 4 (humanitarian emergency), Projections from June to August 2022 indicate that 2.38 million people will face crisis food insecurity.

On the supply side, the current food security crisis is due to the reduced availability and accessibility of foodstuffs. The continuous depletion, from year to year, of stocks of basic commodities such as rice, sorghum and corn, as well as livestock (for milk and meat), extends the lean season by two to three months, which begins early.

On the demand side, low affordability due to rising food prices and low incomes is increasing food insecurity in Cameroon. Currently, commodity prices are rising despite government restrictions on grain exports. In this moment, 48% of Cameroonians cannot afford a diet that meets their nutritional needs, and 24% cannot afford a diet that meets their energy needs.

Thus, the Government of the Republic of Cameroon plans to Implement Emergency Food Crisis Response Project (PULCCA) with the support of the World Bank for a period of three years. This project aims to support the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience.

2. PROJECT DESCRIPTION

2.1. Objective of the project

The Project Development Objective (PDO) is to improve food and nutrition security and increase the climate resilience of targeted households and producers.

2.2. Area of Intervention

The main Area of intervention of the project are regions where the rates of food insecurity are high, these include: the North-West, South-West, North, Far North, Adamawa and East.

2.3. Major activities intended by the project

- ✚ Conditional cash transfers for early recovery activities for the most vulnerable and poor households;
- ✚ Locally sourced emergency school feeding for the treatment and prevention of malnutrition in children and lactating women and girls;
- ✚ Support to the prevention of acute malnutrition;
- ✚ Intensive community public works with income transfers to workers, while building community, economic and climate resilience;
- ✚ Acquisition and distribution of agricultural inputs and equipment;

- ✚ Infrastructure development (post-harvest and storage);
- ✚ Capacity building of beneficiaries, institutions, and organisations involved (post-harvest management);
- ✚ Acquisition and distribution of inputs, equipment and realisation of specific infrastructures;
- ✚ Development of post-production management and processing of pastoral and fishery products;
- ✚ Technical assistance to support sustainable livestock (cows, pigs, chickens and small ruminants) and small-scale fishing;
- ✚ Intergovernmental coordination and capacity building within MINADER, MINEPIA and other government institutions;
- ✚ Support to the preparation of the food security crisis response plan (FSCPP)
- ✚ Collection, monitoring and publication of agrometeorological information;
- ✚ Supporting the development of streamlined data collection and analysis systems, building government capacity for data collection, with a focus on Cadre Harmonisé, the food safety monitoring survey (FSMS) and the National Food Security and Nutrition Assessment (NFSNA) and market price information;
- ✚ Development of an information system that centralises all data from food security surveys, agricultural market prices, agro climatic data, information of RESCAM, etc.;
- ✚ Development of digital tools for the dissemination of information to farmers, herders, fishermen and households, including climate services and alerts, market price information, etc.;
- ✚ Development of a digital platform (with mobile and tablet applications) to link food demand and supply in the project target areas.

3. PROJECT COMPONENTS

The project activities are divided in four main components as follows:

Component 1: Support to food and nutrition stabilisation of early response for early recovery and resilience building

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas that are highly food insecure.

This component has two sub-components:

Sub-component 1.1: Provision of emergency food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

The Management Unit will sign conventions with the United Nations Institutions (WFP, FAO) for its implementation and will benefit from the support of the MINADER, MINEPIA, MINEE and MINAT for monitoring its implementation.

Component 2: Strengthening the productive capacities of smallholders through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of food insecurity in crisis-affected areas at the farmer level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support for farmers and fishermen, and related treatment.

The Management Unit will sign agreements with FAO, SOWEDA (for the South-West), MIDENO (for the North-West) and PAM for its implementation and will benefit from the support of MINADER, MINEPIA, and PAM for monitoring its implementation.

Component 3: Support for strengthening government capacity of monitoring of food security crises, information systems and agrometeorological services

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening government capacity and information on food security, agro-meteorological conditions, market prices;

Sub-component 3.2: Development of digital tools to support food security response and community resilience

The direct beneficiaries of this component are ASSD and NFSMSP of MINADER; DEPCS and RESCAM of MINEPIA. The PMU will benefit from the support of NOCC, ISMC, WFP and FAO for the monitoring of its implementation.

Component 4: Project management, monitoring and evaluation

This component will finance the costs of management and monitoring and evaluation of the project.

To ensure the non-disruption of the proper functioning of development projects, candidates working or having worked within a management unit of one of the development projects financed by the World Bank whose closing date comes to an end less than one year after the publication of these terms of reference are not eligible for the position of Environmental Specialist.

4. DUTIES AND TASKS OF THE ENVIRONMENTAL SPECIALIST

Working under the supervision of the Project Coordination Unit Coordinator, he/she is responsible for the proper execution of environmental safeguards as provided the Project Appraisal Document (PAD in english) and the Environmental and Social Commitment Plan (ESEP). For this purpose, he/she is in charge of:

- planning, innovation and coordination of environmental due diligence;
- Environmental follow-up and monitoring;
- Communication and capacity strengthening; ;
- reporting, monitoring-evaluation, and archiving of all environmental aspects including occupational health and safety (OHS) issues on the project.

He/she will work in close collaboration with the Social Expert and other relevant Project Specialists.

Task Description:

✓ Planning, innovation and coordination of environmental diligences:

- Implement the measures and actions agreed upon in the Environmental and Social Commitment Plan (ESCP);
- Ensure that the project offices meet health and safety standards;
- Implement the Environmental and Social Management procedures provided for in the (ESMF) and the Pest Management Plan prepared for the project;
- Assist the Coordinator and the entire Project management team in all intersectoral coordination actions concerning the execution of the Project in terms of environmental due diligence;
- Contribute to the elaboration of the terms of reference for the necessary impact studies and other additional safeguard instruments, ensuring compliance with the requirements of the of the World Bank's Environmental and Social Standards;
- Coordinate the preparation of the said studies and additional safeguard instruments;
- Participate in the preparation and updating of the annual work plan of the project and ensure that the environmental aspects of each project activity are considered and that budgetary provisions are made for their implementation. .
- Review and approve the contractors' specific ESMP and HSSPs (Health and Safety Plans);

✓ Environmental monitoring and follow-up:

- Prepare, in collaboration with the World Bank team, supervision missions with regard to environmental safeguards;
- Follow up, track and evaluate the environmental component to verify the effectiveness of the mitigation measures and their compliance with the ESMP by the project;
- Work with beneficiaries to advise, monitor and evaluate the environmental performance of farming practices (management of inputs, tillage, riparian strips, irrigation schemes, etc.)
- Ensure that the various environmental permissions are obtained under the laws on the environment and compensation;
- Ensure strict compliance with the application of hygiene, health and safety measures at work;
- Contribute to the development of the BD, with regard to the environmental and social clauses books;
- Ensure compliance with the environmental clauses provided for in the BD;
- Ensure the implementation of corrective actions in cases of environmental non-compliance identified on the various work sites;
- Notify, investigate and report work incidents and accidents.
- Changes in the project environment and make proposals for measures to adapt and take changes into account.

✓ Communication and capacity building:

- Participate the development and implementation of the project communication plan/strategy with the promotion of good environmental practices;
- Raising awareness and train the staff of the Project Coordination Unit (PCU) and the relevant stakeholder structures on how to consider environmental dimensions in the framework of the project;

- Implement and facilitating a sectoral platform of stakeholders interested and involved in the management of environmental aspects.

✓ **Reporting, monitoring-evaluation and archiving:**

- Contribute to the collection of data regarding the monitoring and evaluation of the environmental management activities of the Project
- Coordinate the development of environmental indicators, a task that requires the mobilisation of several stakeholders and that must be participatory;
- Produce specific reports and monthly (project) and quarterly activity reports (including the implementation status of the World Bank ESCP);
- Produce the various reports of the activities of Project with regard to the environmental monitoring and follow-up of the Project;
- any particular report on environmental management, requested by the Project Coordinator;
- Implement an archiving system (physical and digital) of the environmental information of the project.
- Carry out any other tasks deemed relevant by the Project Coordination, for the achievement of the project's objectives and which have not been referred to above.

5. QUALIFICATION AND EXPERIENCE

- Hold a university degree, BAC + 5 level at least in one of the following fields: health and safety at work, environmental management, natural and environmental sciences or any other field equivalent to environmental professions;
- Have an experience of at least five (5) years in monitoring the implementation of environmental and social management plans;
- Have conducted or supervised at least two (2) environmental and social impact studies in the rural sector over the last ten (10) years;
- Have a good knowledge of Cameroonian environmental legislation as well as the World Bank's Environmental and Social Standards (ESS) (for the ESS, it is mandatory to have completed the online course on the Environmental and Social Framework);
- Have at least three (1) year of experience in a similar position in donor-funded development projects.
- Have an experience of at least one (1) year in a similar position in development projects funded by donors;
- An experience in the project area would be an asset;
- Have the ability to write technical reports that can be used by donors;
- skills in negotiation, facilitation and training of diverse groups; Negotiation, facilitation and training skills with diverse groups;
- To have a good knowledge of commonly used software applications and possibly geographic information systems.

Assets:

- An experience in agri-environmental farming practices;
- An experience in group training on environmental aspects;
- An experience in occupational health and safety;
- An experience in the areas of intervention of the Project.

6. TERM OF THE CONTRACT

The term of the contract will be two (2) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project and the World Bank. The performance evaluation of the Environmental Issues Specialist will be done annually on the basis of a performance contract.

7. WORKPLACE

The place of work is Limbe, in the South-West Region of Cameroon.

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EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA No. IDA V-4100

Trust agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT (PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF THE PULCCA FOOD SECURITY SPECIALIST

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with significant economic growth potential; however, he has not fully exploited it. The country is heavily dependent on raw materials and oil. Among the serious development problems that limit growth potential are the incomplete implementation of fiscal reforms, the problems related to climate change, as well as ongoing conflicts and terrorism.

During the period 2014-2019, the real GDP growth rate averaged 4.5%, supported by an expansion of services, consumption and private investment. With the emergence of COVID-19, the Government-imposed containment measures have contributed to job losses and increased vulnerability.

In addition, Terrorism and ongoing violent conflicts have hindered the development of North-West and South-West Cameroon and have contributed to rising poverty and food insecurity in the country. In addition, the crisis of Lake Chad Basin linked to the presence of Boko Haram erupted in Nigeria and spread to the Far North of Cameroon 12 years ago. These crises have undermined poverty reduction efforts by putting pressure on natural resources and reducing the availability and accessibility of food.

The most recent Cadre Harmonisé (CH) estimates from October to December 2021 show that 2.43 million Cameroonians face crisis food insecurity and almost a quarter of a million in Phase 4 (humanitarian emergency), Projections from June to August 2022 indicate that 2.38 million people will face crisis food insecurity,

On the supply side, the current food security crisis is due to the reduced availability and accessibility of foodstuffs. The continuous depletion, from year to year, of stocks of basic commodities such as rice, sorghum and corn, as well as livestock (for milk and meat), extends the lean season by two to three months, which begins early.

On the demand side, low affordability due to rising food prices and low incomes is increasing food insecurity in Cameroon. Currently, commodity prices are rising despite government restrictions on grain exports. In this moment, 48% of Cameroonians cannot afford a diet that meets their nutritional needs, and 24% cannot afford a diet that meets their energy needs.

Thus, the Government of the Republic of Cameroon plans to Implement Emergency Food Crisis Response Project (PULCCA) with the support of the World Bank for a period of three years. This project aims to support the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience.

2. PROJECT DESCRIPTION

2.1. Objective of the project

2. The Project Development Objective (PDO) is to improve food and nutrition security and increase the climate resilience of targeted households and producers.

2.3. Area of Intervention

The project's main Area of intervention is the regions where the rate of food insecurity is high, namely the: North West; South West; Far North, Adamawa and East.

2.4. Major activities intended by the project

- ✚ Conditional cash transfers for early recovery activities for the most vulnerable and poor households;
- ✚ Locally sourced emergency school feeding for the treatment and prevention of malnutrition in children and lactating women and girls;
- ✚ Support to the prevention of acute malnutrition;
- ✚ Intensive community public works with income transfers to workers, while building community, economic and climate resilience;
- ✚ Acquisition and distribution of agricultural inputs and equipment;
- ✚ Infrastructure development (post-harvest and storage);
- ✚ Capacity building of beneficiaries, institutions, and organisations involved (post-harvest management);
- ✚ Acquisition and distribution of inputs, equipment and realisation of specific infrastructures;
- ✚ Development of post-production management and processing of pastoral and fishery products;
- ✚ Technical assistance to support sustainable livestock (cows, pigs, chickens and small ruminants) and small-scale fishing;
- ✚ Intergovernmental coordination and capacity building within MINADER, MINEPIA and other government institutions;
- ✚ Support to the preparation of the food security crisis response plan (FSCPP)
- ✚ Collection, monitoring and publication of agrometeorological information;
- ✚ Supporting the development of streamlined data collection and analysis systems, building government capacity for data collection, with a focus on Cadre Harmonisé, the food safety monitoring survey (FSMS) and the National Food Security and Nutrition Assessment (NFSNA) and market price information;
- ✚ Development of an information system that centralises all data from food security surveys, agricultural market prices, agro climatic data, information of RESCAM, etc.;
- ✚ Development of digital tools for the dissemination of information to farmers, herders, fishermen and households, including climate services and alerts, market price information, etc.;
- ✚ Development of a digital platform (with mobile and tablet applications) to link food demand and supply in the project target areas.

3. PROJECT COMPONENTS

The project activities are organised around four main components as follows:

Component 1: Support to food and nutrition stabilisation of early response for early recovery and resilience building

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas that are highly food insecure.

This component has two sub-components:

Sub-component 1.1: Provision of emergency food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

The Management Unit will sign conventions with the United Nations Institutions (WFP, FAO) for its implementation and will benefit from the support of the MINADER, MINEPIA, MINEE and MINAT for monitoring its implementation.

Component 2: Strengthening the productive capacities of smallholders through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of food insecurity in crisis-affected areas at the farmer level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support for farmers and fishermen, and related treatment.

The Management Unit will sign agreements with FAO, SOWEDA (for the South-West), MIDENO (for the North-West) and FAO for its implementation and will benefit from the support of MINADER, MINEPIA, and PAM for monitoring its implementation.

Component 3: Support for strengthening government capacity of monitoring of food security crises, information systems and agrometeorological services

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening government capacity and information on food security, agro-meteorological conditions, market prices;

Sub-component 3.2: Development of digital tools to support food security response and community resilience

The direct beneficiaries of this component are ASSD and NFSMSP of MINADER; DEPCS and RESCAM of MINEPIA. The PMU will benefit from the support of NOCC, ISMC, WFP and FAO for the monitoring of its implementation.

Component 4: Project management, monitoring and evaluation

This component will finance the costs of management and monitoring and evaluation of the project.

To ensure the non-disruption of the proper functioning of development projects, candidates working or having worked within a management unit of one of the development projects financed by the World Bank whose closing date comes to an end less than one year after the publication of these terms of reference are not eligible for the position of food safety specialist.

4. DUTIES AND TASKS OF THE FOOD SECURITY SPECIALIST

Working under the authority of the PULCCA Coordinator, the recruited Specialist in Food Safety will work and report on all food security related activities under the Project. He/she will work in collaboration with all the Managers to achieve the objectives of the Project.

He or she will have the following main tasks:

- Propose measures to improve the food and nutritional security of project beneficiaries as well as food safety;
- Coordinate all stakeholders and World Bank to prepare *Food Security Crisis Preparedness Plan (FSCPP)* 6 months after effectiveness. Then coordinate FSCPP-related actions with stakeholders.
- Propose concrete actions to promote nutrition-sensitive agriculture;
- Analyse the effects of the implementation of the Project on food and nutrition security in the target areas;
- Support the monitoring and follow-up of the implementation of food and nutrition security activities within the framework of the Project;

- To propose reorientations and corrective measures for an efficient implementation of the Project in terms of food and nutritional security and food safety;
- propose reorientations and corrective measures for an efficient implementation of the Project in terms of food and nutritional security and food safety;
- Ensure that food and nutritional security and food safety issues are effectively taken into account in the implementation of the Project;
- Carry out any other tasks in his/her field of competence as assigned by the Coordinator and in full collaboration with all Project experts.

5. QUALIFICATIONS AND EXPERIENCE REQUIRED

- Hold at least a higher education diploma (BAC+5) in nutrition, food science, agronomy, agriculture, rural development, agricultural economics, or any other equivalent diploma;
- Have at least three (3) years of practical experience in the sector of agronomy, rural development, food and nutrition security and food safety within an organisation in the public or private sector;
- An experience in a project funded by an international donor, and/or experience in the agricultural sector in general;
- An experience in analysing issues of food and nutrition security, food safety, nutrition-sensitive agriculture or quality management of agricultural and agri-food products.

Assets:

- Have an experience in a food and nutrition project;
- An experience in the areas of intervention of the Project, in particular the South-West and the North-West.

6. TERM OF THE CONTRACT

The duration of the contract will be two (02) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project and the World Bank. The performance evaluation of the Specialist in issues related to food security of the project will be done annually on the basis of a performance contract.

7. WORKPLACE

The place of work is Limbe, in the South-West Region of Cameroon.

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EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA-IDA V-4100

Trust agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT
(PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF THE PULCCA GENDER/VBG SPECIALIST

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with a significant potential for economic growth, thanks to its geographical location, vast territory and abundant natural resources, yet it has failed to capitalise on this potential. Among the serious development problems limiting the country's growth potential are problems related to climate change.

The World Bank recently undertook a technical assessment on food security in Cameroon and the results indicate an alarming food crisis in the North West, South West and Far North regions of the country where over six million people live. The period from May 2020 to May 2021 was characterised by a reduction in food offers, an increase in commodity prices to atypical levels and a significant increase in the number of Cameroonians with low purchasing power. The COVID-19 pandemic, the severe floods of September 2020 and the weaverbird attacks in February 2021 in the Far North added to the security crisis in the Far North and the socio-political crisis in the North-West and South-West leading to an acute food crisis for a large number of people in these regions.

An urgent and rapid response is essential to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience. The answer is to address covid-19, climate shocks and other impacts that have caused food security to deteriorate.

Within this framework, the World Bank has a financing instrument, known as the "Crisis Response Window (CRW)", to respond in particular to food security crises. The CRW is part of the global strategy developed by the IDA to respond to crises.

Thus, the Government requested the World Bank's technical and financial assistance to formulate and implement the Emergency Food Crisis Response Project in Cameroon (PULCCA). The Project aims at supporting the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience. The World Bank plans to finance this project with US\$100 million for a period of 3 years.

The project design is based on the following key considerations and principles: (i) the need to provide rapid emergency food and nutrition supplies to eligible vulnerable populations, including children, women and the elderly; (ii) enabling farmers and pastoralists to access climate-smart agriculture inputs and technologies to address underlying vulnerability and mitigate future food security shocks; (iii) community-based participatory planning for decision making and flexibility of support mechanisms, to maintain the relevance and adequacy of the project to address the most pressing needs in a given community; and (iv) the need to take advantage of the project support to strengthen the implementation capacity of government agencies.

2. PROJECT DESCRIPTION

2.1. Objective of the project

The Project Development Objective (PDO) is to enhance food and nutrition security, and improve the productivity and climate resilience of producers and their communities in crisis-affected areas.

2.2. Area of Intervention

The project's main area of intervention is the regions where the rate of food insecurity is high, namely the: North West; South West; Far North, Adamawa, North and East.

2.3. Major activities intended by the project

For the implementation of the project, the following activities will be carried out:

- Packaged cash transfers;

- Emergency school feeding of local origin;
- Prevention and treatment of malnutrition (awareness rising, nutritional education, nutritional inputs);
- Cash transfer for HIMO works (soil conservation and climate adaptation);
- Support for seeds, inputs (fertilizers, pesticides) and agricultural equipment (post-harvest, production, processing);
- Support for seed production and acquisition;
- Support for the acquisition and distribution of agricultural inputs and equipment for primary production;
- Support for the development of infrastructure (post-harvest, storage);
- Support for equipment, animal and fishery genetic material;
- Support for the development of pastures and pastoral and fisheries infrastructures (zoo-sanitary, pastoral hydraulics);
- Capacity building of beneficiaries, institutions and organisations concerned (post-harvest management...)
- Strengthening government capacities and setting up early warning systems (climate information, risks and shocks, emergency planning);
- Support to the preparation of the food security crisis response plan (national and regional);
- Development of digital tools to support food security response and community resilience

3. PROJECT COMPONENTS

The project activities are organised around four main components as follows:

Component 1: Support to food and nutrition stabilisation of early response for early recovery and resilience building.

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas that are highly food insecure. This will include: (i) targeted food assistance (nutritious and basic) to support short-term hunger/weather-affected shortages for farming households, refugees, IDPs and other vulnerable populations; (ii) public works programs that address immediate needs while building community, economic and climate resilience.

This component has two sub-components:

Sub-component 1.1: Provision of food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

Component 2: Strengthening the productive capacities of smallholders through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of insecurity in crisis-affected areas at the farmer's level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support for farmers and fishermen, and related treatment.

Component 3: Support to community preparedness and early warning systems.

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening early warning capacity (climate information, risks and shocks, contingency planning);

Sub-component 3.2: Digital technology for producers and schools.

Component 4: Project management, monitoring and evaluation

This component will finance the management and monitoring and evaluation costs of the project.

In order to ensure that the smooth running of development projects is not disrupted, candidates working or having worked in a management unit of one of the development projects financed by the World Bank whose closing date is less than one year after the publication of these terms of reference are not eligible for the position of Gender/GBV Specialist.

4. DUTIES AND TASKS OF THE GENDER/GBV SPECIALIST

The PULCCA Gender/GBV Specialist will work under the responsibility of the PULCCA Coordinator.) In this capacity, he/she will support the PULCCA Coordinator and staff in systematically integrating the gender dimension into the project management cycle (i.e. formulation, implementation and monitoring/evaluation), in administrative and financial management, in communication and in mitigating the risks of gender-based violence (GBV) and especially sexual exploitation and abuse (SEA/HS).

He/she will have the specific tasks of:

- Ensuring the identification of GBV/SEA/HS risks related to the implementation of the project and develop risk mitigation strategies and mitigation measures in the project's environmental and social safeguard framework instruments;
- Develop and implement the PULCCA Gender and GBV/ASR Mitigation Action Plan;
- Develop gender tools (code of conduct) to ensure effective gender mainstreaming at PULCCA (i.e. gender mainstreaming in programming, procedures and management system);
- In collaboration with the Social Specialist, develop and implement the social communication strategy (including on GBV/ASR/HS issues) towards beneficiaries and stakeholders.
- Ensure and monitor the conduct of consultations with beneficiaries, project-affected communities, and other project stakeholders, with a particular focus on women and girls and ensuring that these consultations with female beneficiaries are conducted in a safe and confidential manner and with female facilitators;
- Ensure the updates and implementation of GBV Complaints Management Mechanism (GBV-CMM) which will address complaints related to sexual exploitation/abuse and harassment within the Project in coordination with the Project Complaints Management Mechanism.
- Ensure compliance with confidentiality and security guidelines in the ethical collection, storage, and sharing of data related to SAE/HS complaints received through the CMM.
- If necessary, develop the terms of reference for the recruitment of consultants or NGOs specialised in GBV that can be hired to support the implementation of prevention and response activities to SEA/HS, including the measures in the GBV/SEA/HS Action Plan, as well as the supervision of the services of these specialist consultants.
- In collaboration with the social specialist, ensure and monitor consultations with beneficiaries, communities affected by the project, and other project stakeholders, particularly women and girls, and ensure that these consultations with female beneficiaries are conducted in safe and confidential conditions and with female facilitators.

- Ensure compliance with confidentiality and security guidelines in the ethical collection, storage, and sharing of data related to SAE/HS complaints received through the CMM.
- Develop the referral system, the protocol for the care of survivors and other tools required for the management of incidents of GBV//ASR/HS.
-
- Ensure the implementation and coordination of GBV prevention and response and GBV//ASR/HS risk mitigation activities by:
 - Supervising activities related to the potential update of the mapping of GBV services in the localities of the project implementation, the protocol for the care of survivors and the referral system;
 - supervising the contracts of service providers and the services of specialist GBV consultants;
 - working closely with the Social Issues Specialist to manage complaints about GBV;
 - collaborating with other PCU members, especially the Environmental and Social Safeguards Specialists;
 - coordinating planned risk mitigation actions with project partners and government structures involved in its implementation;
- facilitate awareness raising and capacity building on gender and GBV//ASR/HS risk mitigation for national actors involved in the implementation of PULCCA;
- ensure that gender and GBV//ASR/HS are considered in the administrative and financial management and communication of the PULCCA;
- ensure that the gender dimension is considered in the generation and dissemination of technologies, with an emphasis on the involvement of men and women, particularly vulnerable groups;
- initiate specific activities to promote the socio-economic empowerment of women and youth, especially vulnerable people in the priority sectors of the Project;
- ensure, in collaboration with the monitoring and evaluation officer, that gender and GBV//ASR/HS are considered in the results framework, as well as in the whole monitoring and evaluation system of the project;
- ensure that gender and GBV//ASR/HS are considered in the collection and analysis of all data, with particular emphasis on disaggregating data by sex, age group and gender;
- facilitate access to PULCCA resources, opportunities and benefits for vulnerable groups;
- ensure compliance with the provisions for gender aspects in the implementation of the Project;
- represent PULCCA at national and international agricultural fairs dealing with gender issues;
- periodically prepare reports on the status of the implementation of the gender action plan and the mitigation of GBV//ASV/HS risks;
- perform any other tasks assigned by the PULCCA Coordinator to ensure effective management of the Coordination Unit in achieving the objectives of the Project.

To accomplish his/her mission, the Gender/GBV Specialist will work in close collaboration with all the PCU Managers and other stakeholders.

5. QUALIFICATION AND EXPERIENCE

The Gender/GBV Specialist should have the following qualifications:

- have a university degree (at least BAC+5) in Social Sciences (Sociology, Anthropology) or equivalent in at least one of the following disciplines: gender and Social Development, Law, Rural Development or related disciplines;

- have at least five (5) years of professional experience in gender issues, GBV prevention and response, social development and empowerment of vulnerable people such as women and youth;
- have a good knowledge of the new World Bank Environmental and Social Framework as well as the Good Practice Note on EAS/HS aspects; Have a good knowledge of applied research on gender and GBV issues, challenges and opportunities in agricultural research and development;
- have a good and proven practical knowledge of animation tools in rural areas and in particular of consultations with women, girls and vulnerable populations;
- have a good capacity to work independently in a variety of environments and circumstances;
- be able to work in multidisciplinary and multinational teams;
- be proactive and well organised;
- have good planning and problem-solving skills;
- have good writing and editing skills;
- master computer skills (Word, Excel, Power Point, Internet);
- have good oral and written French language skills.

Assets:

- The ability to write and communicate in English;
- knowledge of local languages.

6. TERM OF THE CONTRACT

The duration of the contract will be two (2) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project and the World Bank. The performance of the Gender/GBV Specialist will be evaluated annually on the basis of a performance contract with predetermined results indicators, starting in the 6th month after the start-up notification and towards the end of the contract period.

7. WORKPLACE

The place of work is Limbe, Fako Division, and South-West Region of Cameroon.

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EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA-IDA V-4100

Trust agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT
(PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF THE PULCCA GENDER SOCIAL SPECIALIST

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with a significant potential for economic growth, thanks to its geographical location, vast territory and abundant natural resources, yet it has failed to capitalise on this potential. Among the serious development problems limiting the country's growth potential are problems related to climate change.

The World Bank recently undertook a technical assessment on food security in Cameroon and the results indicate an alarming food crisis in the North West, South West and Far North regions of the country where over six million people live. The period from May 2020 to May 2021 was characterised by a reduction in food offers, an increase in commodity prices to atypical levels and a significant increase in the number of Cameroonians with low purchasing power. The COVID-19 pandemic, the severe floods of September 2020 and the weaver bird attacks in February 2021 in the Far North added to the security crisis in the Far North and the socio-political crisis in the North-West and South-West leading to an acute food crisis for a large number of people in these regions.

An urgent and rapid response is essential to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience. The answer is to address covid-19, climate shocks and other impacts that have caused food security to deteriorate.

Within this framework, the World Bank has a financing instrument, known as the "Crisis Response Window (CRW)", to respond in particular to food security crises. The CRW is part of the global strategy developed by the IDA to respond to crises.

Thus, the Government requested the World Bank's technical and financial assistance to formulate and implement the Emergency Food Crisis Response Project in Cameroon (PULCCA). The Project aims at supporting the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience. The World Bank plans to finance this project with US\$100 million for a period of 3 years.

The project design is based on the following key considerations and principles: (i) the need to provide rapid emergency food and nutrition supplies to eligible vulnerable populations, including children, women and the elderly; (ii) enabling farmers and pastoralists to access climate-smart agriculture inputs and technologies to address underlying vulnerability and mitigate future food security shocks; (iii) community-based participatory planning for decision making and flexibility of support mechanisms, to maintain the relevance and adequacy of the project to address the most pressing needs in a given community; and (iv) the need to take advantage of the project support to strengthen the implementation capacity of government agencies.

2. PROJECT DESCRIPTION

2.1. Objective of the project

The Project Development Objective (PDO) is to enhance food and nutrition security, and improve the productivity and climate resilience of producers and their communities in crisis-affected areas.

2.2. Area of Intervention

The project's main area of intervention is the regions where the rate of food insecurity is high, namely the: North West; South West; Far North, Adamawa, North and East.

2.3. Major activities intended by the project

For the implementation of the project, the following activities will be carried out:

- Packaged cash transfers;

- Emergency school feeding of local origin;
- Prevention and treatment of malnutrition (awareness rising, nutritional education, nutritional inputs);
- Cash transfer for HIMO works (soil conservation and climate adaptation);
- Support for seeds, inputs (fertilizers, pesticides) and agricultural equipment (post-harvest, production, processing);
- Support for seed production and acquisition;
- Support for the acquisition and distribution of agricultural inputs and equipment for primary production;
- Support for the development of infrastructure (post-harvest, storage);
- Support for equipment, animal and fishery genetic material;
- Support for the development of pastures and pastoral and fisheries infrastructures (zoo-sanitary, pastoral hydraulics);
- Capacity building of beneficiaries, institutions and organisations concerned (post-harvest management...)
- Strengthening government capacities and setting up early warning systems (climate information, risks and shocks, emergency planning);
- Support to the preparation of the food security crisis response plan (national and regional);
- Development of digital tools to support food security response and community resilience

3. PROJECT COMPONENTS

The project activities are organised around four main components as follows:

Component 1: Support to food and nutrition stabilisation of early response for early recovery and resilience building

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas that are highly food insecure. This will include: (i) targeted food assistance (nutritious and basic) to support short-term hunger/weather-affected shortages for farming households, refugees, IDPs and other vulnerable populations; (ii) public works programs that address immediate needs while building community, economic and climate resilience.

This component has two sub-components:

Sub-component 1.1: Provision of food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

Component 2: Strengthening the productive capacities of smallholders through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of insecurity in crisis-affected areas at the farmer's level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support for farmers and fishermen, and related treatment.

Component 3: Support to community preparedness and early warning systems

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening early warning capacity (climate information, risks and shocks, contingency planning);

Sub-component 3.2: Digital technology for producers and schools.

Component 4: Project management, monitoring and evaluation

This component will finance the management and monitoring and evaluation costs of the project.

In order to ensure that the smooth running of development projects is not disrupted, candidates working or having worked in a management unit of one of the development projects financed by the World Bank whose closing date is less than one year after the publication of these terms of reference are not eligible for the position of Gender social Specialist.

4. DUTIES AND TASKS OF THE GENDER SOCIAL SPECIALIST

Under the supervision of the Coordinator of the Project Coordination Unit, he/she will be responsible for the proper implementation of the social safeguards as provided in the project document.

To this end, he/she will be in charge of:

- planning and coordination of social activities at both strategic and operational levels;
- Communication and capacity building on the social safeguards of the project;
- Monitoring, evaluation, archiving and reporting on all social aspects of the project.

Task Description:

✓ Planning and coordination of social due diligence:

- Plan and ensure the implementation of all actions proposed in all safeguard documents (Resettlement Policy Framework (RPF), Environmental and Social Management Framework (ESMF), Indigenous Peoples Planning Framework (IPPF), Stakeholder Mobilisation Plan (SPMP)
- In collaboration with the corresponding specialists plan and ensure the implementation of the safety management plan, GBV/ESA/HS action plan);
- Represent the Project Owner for the services financed by the project with the Consultants and firms recruited in particular for the realization of the environmental and social safeguard studies, in collaboration with the environmental expert;
- Ensure the implementation of the Stakeholder Engagement Plan and collect periodically the stakeholders' perception on the implementation of the project;
- Ensure that environmental and social safeguards are included in all Requests for Proposals (RFPs) and Notice of Interest (NOI), in collaboration with the environmental expert;
- ensure the follow-up and integration of the social dimension in the overall project implementation strategy and in all complementary technical studies to be carried out in the framework of the project;
- assist the Coordinator and the whole Project management team in all inter-sectoral coordination actions concerning the implementation of the Project in terms of social due diligence;
- Following the results of the project activities, ensure updates and implementation and monitoring of the Complaints Management Mechanism (CMM) and, in collaboration with the gender expert;
- Design the modules of the training sessions prepared for the benefit of key stakeholders through workshops on the issues of social safeguards within the framework of the implementation of the project;
- In collaboration with the Social Specialist, develop and implement VBG communication strategy (including on GBV/ASR/HS issues) towards beneficiaries and stakeholders;
- In collaboration with the genders/VBG specialist, ensure and monitor consultations with beneficiaries, communities affected by the project, and other project stakeholders, particularly

women and girls, and ensure that these consultations with female beneficiaries are conducted in safe and confidential conditions and with female

- develop the terms of reference for studies and other complementary social safeguard instruments, ensuring that the World Bank's social safeguard requirements are considered; and monitor the completion of these studies;
- Ensure the integration of social safeguard activities in the Annual Work Plan and Budget (AWPB) of the Project, and their effective implementation each year;
- Participate in the preparation of the project audit missions, monitor their progress and the implementation of the auditors' recommendations on social aspects;
- Participate in coordination meetings.

✓ **Communication and capacity building:**

- assist the Communication Specialist in the development and implementation of the project's communication strategy and plan, to ensure that the safeguard component is considered in the project's communication activities;
- sensitise and strengthen the capacities of the Project Coordination Unit (PCU) staff and relevant stakeholder structures, including producer groups, on the consideration of social dimensions at all levels of implementation of project activities;
- set up and run a sector platform of stakeholders interested and involved in the management of social aspects.

✓ **Monitoring evaluation, archiving and reporting:**

- inform the project's monitoring and evaluation system with the project's social safeguard data;
- coordinate the identification of social indicators, which requires the mobilisation of several stakeholders;
- ensure compliance with good social practice in company activities;
- evaluate the relevance, effectiveness and efficiency of the implementation of the various social measures recorded in the safeguard documents (CPR, CGES, CPPA, etc.) and formulate proposals for possible adjustments based on the constraints in the implementation phase;
- prepare, in collaboration with the World Bank team, supervision missions to monitor the implementation of social safeguards;
- set up a digital archiving system for the project's social information and for the management of complaints and claims;
- prepare specific reports, monthly (project) and quarterly (World Bank) activity reports on the project's social safeguards;
- In collaboration with the environmental expert, draft the chapter on environmental and social aspects of the quarterly, semi-annual and annual socio environmental reports of the companies and monitoring missions and prepare notes for the Coordinator.

Any other tasks deemed relevant by the Project Coordination, for the achievement of the objectives of the implementation of social safeguards, and which have not been referred to above, will be carried out by the Social Affairs Specialist.

5. QUALIFICATION AND EXPERIENCE

- hold a university degree, at least BAC + 5 in the field of Social Sciences (Sociology, Anthropology), or any other equivalent field;
- have at least five (5) years of professional experience in conducting or supervising social studies in the rural sector and monitoring development projects in the field; and at least two (2) years of experience in developing resettlement action plans;

- have a good knowledge of the national political, legal and institutional framework of social management, as well as a perfect mastery of the Environmental and Social Standards of the World Bank;
- have at least three (3) years of experience in a similar position in donor-funded development projects.
- Ability to write technical reports that can be used by donors;
- negotiation, facilitation and training skills with diverse groups;
- good knowledge of commonly used software applications and possibly geographic information systems;
- good written and oral communication skills in French, with a good command of English.

Assets:

- Experience with multilateral partners (WB, ADB, etc.)
- Good knowledge of GBV/EAS/HS aspects;

6. TERM OF THE CONTRACT

The duration of the contract will be two (2) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project and the World Bank. The performance of the Social Affairs Specialist will be evaluated annually on the basis of a performance contract with predetermined results indicators, starting in the 6th month after the start-up notification and towards the end of the contract period.

7. WORKPLACE

The place of work is Limbe, in the South-West Region of Cameroon.

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EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA N° IDA V-4100

Trust Agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT (PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF AN INFORMATION SYSTEM AND DIGITAL TOOLS EXPERT

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with significant economic growth potential; however, he has not fully exploited it. The country is heavily dependent on raw materials and oil. Among the serious development problems that limit growth potential are the incomplete implementation of fiscal reforms, the problems related to climate change, as well as ongoing conflicts and terrorism.

During the period 2014-2019, the real GDP growth rate averaged 4.5%, supported by an expansion of services, consumption and private investment. With the emergence of COVID-19, the Government-imposed containment measures have contributed to job losses and increased vulnerability.

In addition, Terrorism and ongoing violent conflicts have hindered the development of North-West and South-West Cameroon and have contributed to rising poverty and food insecurity in the country. Furthermore, the crisis of Lake Chad Basin linked to the presence of Boko Haram erupted in Nigeria and spread to the Far North of Cameroon 12 years ago. These crises have undermined poverty reduction efforts by putting pressure on natural resources and reducing the availability and accessibility of food.

The most recent Cadre Harmonisé (CH) estimates from October to December 2021 show that 2.43 million Cameroonians face crisis food insecurity and almost a quarter of a million in Phase 4 (humanitarian emergency), Projections from June to August 2022 indicate that 2.38 million people will face crisis food insecurity.

On the supply side, the current food security crisis is due to the reduced availability and accessibility of foodstuffs. The continuous depletion, from year to year, of stocks of basic commodities such as rice, sorghum and corn, as well as livestock (for milk and meat), extends the lean season by two to three months, which begins early.

On the demand side, low affordability due to rising food prices and low incomes is increasing food insecurity in Cameroon. Currently, commodity prices are rising despite government restrictions on grain exports. In this moment, 48% of Cameroonians cannot afford a diet that meets their nutritional needs, and 24% cannot afford a diet that meets their energy needs.

Thus, the Government of the Republic of Cameroon plans to Implement Emergency Food Crisis Response Project (PULCCA) with the support of the World Bank for a period of three years. This project aims to support the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience.

2. PROJECT DESCRIPTION

2.1. Objective of the project

The Project Development Objective (PDO) is to improve food and nutrition security and increase the climate resilience of targeted households and producers.

2.2. Area of intervention

The project's main area of intervention is the regions where the rate of food insecurity is high, namely North West; South-West; Far North, Adamawa and East.

2.3. Major activities intended by the project

-  Conditional cash transfers for early recovery activities for the most vulnerable and poor households;

- ✚ Locally sourced emergency school feeding for the treatment and prevention of malnutrition in children and lactating women and girls;
- ✚ Support to the prevention of acute malnutrition;
- ✚ Intensive community public works with income transfers to workers, while building community, economic and climate resilience;
- ✚ Acquisition and distribution of agricultural inputs and equipment;
- ✚ Infrastructure development (post-harvest and storage);
- ✚ Capacity building of beneficiaries, institutions, and organisations involved (post-harvest management);
- ✚ Acquisition and distribution of inputs, equipment and realisation of specific infrastructures;
- ✚ Development of post-production management and processing of pastoral and fishery products;
- ✚ Technical assistance to support sustainable livestock (cows, pigs, chickens and small ruminants) and small-scale fishing;
- ✚ Intergovernmental coordination and capacity building within MINADER, MINEPIA and other government institutions;
- ✚ Support to the preparation of the food security crisis response plan (FSCPP)
- ✚ Collection, monitoring and publication of agrometeorological information;
- ✚ Supporting the development of streamlined data collection and analysis systems, building government capacity for data collection, with a focus on Cadre Harmonisé, the food safety monitoring survey (FSMS) and the National Food Security and Nutrition Assessment (NFSNA) and market price information;
- ✚ Development of an information system that centralises all data from food security surveys, agricultural market prices, agro climatic data, information of RESCAM, etc.;
- ✚ Development of digital tools for the dissemination of information to farmers, herders, fishermen and households, including climate services and alerts, market price information, etc.;
- ✚ Development of a digital platform (with mobile and tablet applications) to link food demand and supply in the project target areas.

3. PROJECT COMPONENTS

The project activities are divided into four main components as follows:

Component 1: Support to food and nutrition stabilisation of the early response for early recovery and resilience building

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas that are highly food insecure.

This component has two sub-components:

Sub-component 1.1: Provision of emergency food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

The Management Unit will sign agreements with the United Nations agencies (WFP, FAO) for its implementation and will benefit from the support of MINADER, MINEPIA, MINEE and MINAT for monitoring its implementation.

Component 2: Strengthening the productive capacity of smallholder farmers through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of food insecurity in crisis-affected areas at the farmer level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support to livestock farmers and fishermen, and related treatment.

The Management Unit will sign conventions with FAO, SOWEDA (for the South-West), MIDENO (for the North West) and FAO for its implementation and will benefit from the support of MINADER, MINEPIA, and WFP for the follow-up of its implementation.

Component 3: Support for strengthening government capacity to monitor food security crises, information systems and agrometeorological services

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions; (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening government capacity and information on food security, agrometeorological conditions, market prices;

Sub-component 3.2: Development of digital tools to support the response to food security and climate resilience.

The direct beneficiaries of this component are ASSD and NFSMSP of MINADER; DEPCS and RESCAM of MINEPIA. The PMU will benefit from the support of NOCC, ISMC, WFP and FAO for the monitoring of its implementation.

Component 4: Project management, monitoring and evaluation

This component will finance the costs of management and monitoring and evaluation costs of the project.

To ensure the non-disruption of the proper functioning of development projects, candidates working or having worked within a management unit of one of the development projects financed by the World Bank whose closing date comes to an end less than one year after the publication of these terms of reference are not eligible for the position of Information Systems and Digital Tools Expert.

4. DUTIES AND TASKS OF THE INFORMATION SYSTEM AND DIGITAL TOOLS EXPERT

Working under the Coordinator, the Information System and Digital Tools Expert will be responsible for designing, implementing and monitoring an automated information system in collaboration with the national agencies to ensure consistency, quality, security and permanent accessibility of information.

As part of his/her duties and tasks, in collaboration with his/her hierarchy and other colleagues, he/she will be responsible for the following main duties:

- Carry out all tasks necessary for the computerisation and information system of the project;
- Maintain the technical databases of the project and of the national entities (DSA, PNVRSA, etc.), develop and adapt them according to the needs of users and technological developments.
- Ensure a good flow of information between the project and the national entities. He/she checks the equipment and proposes solutions to satisfy the requests of other staff.
- Initiate orders for computers and digital equipment necessary for the execution of its duties.

To this end, the main tasks will consist of:

- Develop the project's information system master plan in collaboration with the other structures;
- Ensure the technical choices of IT solutions, taking into account technological developments and in accordance with the state of the art;
- Ensure the integration of IT and digital tools and techniques within the project activities;
- Design and ensure the implementation of the project databases in collaboration with the other structures;
- Ensure the coordination of IT activities within the project;
- Design a security system for the project information system and ensure its implementation;
- Identify IT needs and participate in the development of specifications and Terms of Reference in collaboration with other structures;
- Ensure the availability, reliability, security and integrity of the project information system;
- Assisting and advising the Coordinator on computer techniques and the operation of the information system;
- Ensure the administration of the computer network;
- Ensure the administration of the database;
- To draw up a training plan in the IT and digital fields for staff involved in the information system;
- To ensure the technological watch in the domain of information technology;
- Assisting users in the use of information systems (business applications, PCs, peripherals, etc.) and mobile computing if required;
- Receive the ordered equipment;
- Ensure that the material is compatible with the project needs;
- Carry out and supervise computer troubleshooting;
- Improving network performance;
- Renovate and expand the network;
- Advise and support staff in the use of the network;
- Drawing up the annual planning of the activities of his/her entity;
- Draw up the unit's budget and submit it to the hierarchy.

5. PROFILE AND EXPERIENCE OF CANDIDATES

Candidates must have:

- a university degree (Bac + 5), in computer science, information systems or any other equivalent degree;
- Five (5) years of professional experience in IT in government and/or private institutions;
- strong background in computer network administration (at least 02 experiences);
- strong background in auditing and security of computer networks (at least 01 experience);
- a good command of the operation, administration and security of a server under Linux and Windows environments;
- a good knowledge of the interconnection of networks;
- a good knowledge of intrusion detection and intrusion detection and/or prevention software;
- professional integrity and ability to work in a team and under pressure.

6. TERM OF THE CONTRACT

The term of the contract will be two (2) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project and the World Bank. The performance evaluation of the Information System and Digital Tools Expert will be done annually on the basis of a performance contract.

7. WORKPLACE

The place of work is Limbe, in the South-West Region of Cameroon.

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EMERGENCY CONTROL PROJECT AGAINST FLOODING (PULCI)

Financing: PPA N° IDA V-4100

Trust Agency: PULCI

EMERGENCY FOOD CRISIS RESPONSE PROJECT (PULCCA)

TERMS OF REFERENCE FOR THE RECRUITMENT OF THE PULCCA LIVESTOCK PRODUCTION SPECIALIST

December 2022

1. CONTEXT AND JUSTIFICATION

Cameroon is a middle-income country with significant economic growth potential; however, he has not fully exploited it. The country is heavily dependent on raw materials and oil. Among the serious development problems that limit growth potential are the incomplete implementation of fiscal reforms, the problems related to climate change, as well as ongoing conflicts and terrorism.

During the period 2014-2019, the real GDP growth rate averaged 4.5%, supported by an expansion of services, consumption and private investment. With the emergence of COVID-19, the Government-imposed containment measures have contributed to job losses and increased vulnerability.

In addition, terrorism and ongoing violent conflicts have hindered development in the North West and South-West of Cameroon and contributed to rising poverty and food insecurity in the country. Furthermore, the crisis of Lake Chad Basin linked to the presence of Boko Haram erupted in Nigeria and spread to the Far North of Cameroon 12 years ago. These crises have undermined poverty reduction efforts by putting pressure on natural resources and reducing the availability and accessibility of food.

The most recent Cadre Harmonisé (CH) estimates from October to December 2021 show that 2.43 million Cameroonians face crisis food insecurity and almost a quarter of a million in Phase 4 (humanitarian emergency), Projections from June to August 2022 indicate that 2.38 million people will face crisis food insecurity.

On the supply side, the current food security crisis is due to the reduced availability and accessibility of foodstuffs. The continuous depletion, from year to year, of stocks of basic commodities such as rice, sorghum and corn, as well as livestock (for milk and meat), extends the lean season by two to three months, which begins early.

On the demand side, low affordability due to rising food prices and low incomes is increasing food insecurity in Cameroon. Currently, commodity prices are rising despite government restrictions on grain exports. In this moment, 48% of Cameroonians cannot afford a diet that meets their nutritional needs, and 24% cannot afford a diet that meets their energy needs.

Thus, the Government of the Republic of Cameroon plans to Implement Emergency Food Crisis Response Project (PULCCA) with the support of the World Bank for a period of three years. This project aims to support the Government of Cameroon to respond urgently to mitigate the short-term impacts of food and nutrition insecurity, while addressing long-term factors to build economic, climate and community resilience.

2. PROJECT DESCRIPTION

2.1. Objective of the project

The Project Development Objective (PDO) is to improve food and nutrition security and increase the climate resilience of targeted households and producers.

2.2. Area of intervention

The project's main area of intervention is the regions where the rate of food insecurity is high, namely North West; South-West; Far North, Adamawa and East.

2.3. Major activities intended by the project

- ✚ Conditional cash transfers for early recovery activities for the most vulnerable and poor households;
- ✚ Locally sourced emergency school feeding for the treatment and prevention of malnutrition in children and lactating women and girls;
- ✚ Support to the prevention of acute malnutrition;
- ✚ Intensive community public works with income transfers to workers, while building community, economic and climate resilience;
- ✚ Acquisition and distribution of agricultural inputs and equipment;
- ✚ Infrastructure development (post-harvest and storage);
- ✚ Capacity building of beneficiaries, institutions, and organisations involved (post-harvest management);
- ✚ Acquisition and distribution of inputs, equipment and realisation of specific infrastructures;
- ✚ Development of post-production management and processing of pastoral and fishery products;
- ✚ Technical assistance to support sustainable livestock (cows, pigs, chickens and small ruminants) and small-scale fishing;
- ✚ Intergovernmental coordination and capacity building within MINADER, MINEPIA and other government institutions;
- ✚ Support to the preparation of the food security crisis response plan (FSCPP)
- ✚ Collection, monitoring and publication of agrometeorological information;
- ✚ Supporting the development of streamlined data collection and analysis systems, building government capacity for data collection, with a focus on Cadre Harmonisé, the food safety monitoring survey (FSMS) and the National Food Security and Nutrition Assessment (NFSNA) and market price information;
- ✚ Development of an information system that centralises all data from food security surveys, agricultural market prices, agro climatic data, information of RESCAM, etc.;
- ✚ Development of digital tools for the dissemination of information to farmers, herders, fishermen and households, including climate services and alerts, market price information, etc.;
- ✚ Development of a digital platform (with mobile and tablet applications) to link food demand and supply in the project target areas.

3. PROJECT COMPONENTS

The project activities are divided into four main components as follows:

Component 1: Support to food and nutrition stabilisation of the early response for early recovery and resilience building

This component will target areas that are not yet served (due to difficulty in reaching them) or poorly served by other projects and partners, and areas experiencing high food insecurity.

This component has two sub-components:

Sub-component 1.1: Provision of emergency food and nutritional assistance;

Sub-component 1.2: Labour-intensive public works for resilience;

The Management Unit will sign conventions with the United Nations Institutions (WFP, FAO) for its implementation and will benefit from the support of MINADER, MINEPIA, MINEE and MINAT for the follow-up of its implementation.

Component 2: Strengthening the productive capacity of smallholder farmers through crop and livestock support for climate and nutritional resilience

Investments will focus on addressing the underlying medium-term drivers of food insecurity in crisis-affected areas at the farmers' level.

This component has two sub-components:

Sub-component 2.1: Support for food production and processing for farmers and food processors;

Sub-component 2.2: Support for food production and processing for farmers and food processors;

The Management Unit will sign conventions with FAO, SOWEDA (for the South-West), MIDENO (for the North West) and FAO for its implementation and will benefit from the support of MINADER, MINEPIA, and WFP for the follow-up of its implementation.

Component 3: Support for strengthening government capacity to monitor food security crises, information systems and agrometeorological services

This component will focus on: (i) institutional strengthening on real-time impact monitoring for early action, including capacity building of government institutions; (ii) strengthening of risk detection mechanisms to ensure effective preparedness and timely response; (iii) support and tools for farmers to receive early warnings and related information to mitigate risks.

This component has two sub-components:

Sub-component 3.1: Strengthening government capacity and information on food security, agrometeorological conditions, market prices;

Sub-component 3.2: Development of digital tools to support the response to food security and climate resilience.

The direct beneficiaries of this component are DESA and PNVRSA of MINADER; DEPCS and RESCAM of MINEPIA. The PMU will benefit from the support of ONACC, ISCM, WFP and FAO for the follow-up of its implementation.

Component 4: Project management, monitoring and evaluation

This component will finance the costs of management and monitoring and evaluation costs of the project.

To ensure the non-disruption of the proper functioning of development projects, candidates working or having worked within a management unit of one of the development projects financed by the World Bank whose closing date comes to an end less than one year after the publication of these terms of reference are not eligible for the position of Livestock Production Specialist.

4. DUTIES AND TASKS OF THE LIVESTOCK PRODUCTION SPECIALIST

Under the Coordinator's authority, the Livestock Production Specialist is mainly responsible for the implementation/monitoring of the activities of subcomponents 2.2 and 1, in coordination with MINEPIA, WFP, FAO, among others: (Support to livestock farmers and fishermen, and related treatment). In this regard, he/she is responsible for the following activities:

- Investments and technical assistance directly related to climate change;
- Improving Livestock production practices;
- Improving aquaculture practices;
- Acquisition and distribution of animal inputs;
- Acquisition and distribution of equipment, animal and fish genetic materials;
- Capacity building of beneficiaries, institutions, and relevant organizations (post-harvest management...);

- Management of pastures and development of pastoral and fisheries infrastructure (zoo-sanitary, pastoral hydraulics...);
- Improving the adaptive capacities of the poorest or most vulnerable communities affected by the crisis;
- Capacity building of farmers on good livestock and aquaculture practices adapted to climate change;
- Monitoring of all results framework targets related to the PDO and subcomponent 2.2. Monitor gender and other disaggregations with particular intention.
- Monitoring of all aspects related to livestock production in Component 1 (especially in the school feeding programme and public works).

Task description

- Organises public and beneficiary awareness of project procedures in his/her area of competence;
- Ensures the awareness of farmers on good farming and aquaculture practices adapted to climate change;
- Carries out and/or participates in monitoring and technical support missions in the PULCCA beneficiary regions;
- Participates in the elaboration of the Annual Work Plan and Budget (AWPB);
- Contributes to the preparation, updating and implementation of the Procurement Plan for the activities of subcomponent 2.2;
- Contributes to the preparation of monitoring and evaluation grids and supports for the monitoring of livestock production and aquaculture activities;
- Develops partnerships with the research community for the development of appropriate technologies to address the specific constraints faced by farmers and fish farmers;
- Participates in the preparation of procurement documents for subcomponent 2.2 activities (Bidding Documents (BD), Request for Proposals, Request for Quotations, Term of Reference for studies, ...);
- Supports and monitors the improvement of livestock and pastoral resource management practices to increase fodder productivity, secure shepherds' access to resources and reduce conflicts;
- Follows up the marketing and sales activities of livestock and aquaculture products;
- Carries out periodic assessments, in collaboration with the monitoring/evaluation officer, of the level of achievement of the activities under his/her responsibility and proposes corrective measures to the coordinator;
- Contributes to the identification and implementation of innovative solutions based on these assessments;
- Carries out other tasks and responsibilities related to the position, as requested by the Coordinator.

5. QUALIFICATION AND EXPERIENCE

- Hold a university degree (BAC+5 minimum) in livestock production, agronomy (livestock production speciality), veterinary medicine or any other equivalent degree;
- Have carried out activities related to livestock production;

- Have a professional experience of at least three (3) years in the livestock sector, strengthening specially in the monitoring of livestock sub-projects;
- Have professional experience in the development and/or application of good animal husbandry practices adapted to climate change;
- Experience in technical procedures for the implementation of projects financed by Technical and Financial Partners in general and multilateral partners in particular;
- Good management and facilitation skills for working groups.

Assets:

- Experience in a food and nutrition project;
- Experience in the Project's areas of intervention, notably the South-West and North West.

6. TERM OF THE CONTRACT

The term of the contract will be two (2) years, possibly renewable over the duration of the project. Renewal will be subject to satisfactory performance by the project. The performance evaluation of the Livestock Production Specialist will be done annually on the basis of a performance contract.

7. WORKPLACE

The place of work is Limbe, in the South-West Region of Cameroon.

6. SUBMISSION OF APPLICATIONS FOR ALL POSITIONS

Applications must be submitted: (i) physically in a sealed envelope or (ii) by email no later than ten (10) working days from the date of publication of this notice, to the addresses below with the following reference "CALL FOR EXPRESSION OF INTEREST No _____ /AMI/MINEPAT/SEMRYP/PULCI/RAF/SPM/2022 du _____ for the recruitment of Position No at the Management Unit of the Emergency Food Crisis Response Project (PULCCA) TO BE OPENED ONLY AT THE OPENING OF THE TENDERS".

The addresses for the submission of the physical versions of the application files are as follows: a) Secretariat of the Coordination Unit of the Emergency Flood Response Project (PULCI) B.P. 46 Yagoua located in the SEMRY premises b) Secretariat of the Director of North-South Cooperation and Multilateral Organisations (DNS) of MINEPAT in Yaounde, 20 May Boulevard building (next to SCB), door 207; c) Secretariat of the Regional Delegate of the Ministry of Agriculture and Rural Development of the South-West located in Buea d) Secretariat of the Regional Delegate of the Ministry of Agriculture and Rural Development of the North-West located in Bamenda.

Digital versions will be sent at the same time to the following email addresses laoumayemerhoye@gmail.com and bettinayga@gmail.com with a copy to: bmoumben@gmail.com and andfeute2013@gmail.com

Interested candidates can obtain the terms of reference of the position on the MINEPAT and PULCI websites at the following addresses: www.minepat.gov.cm et www.pulci-org.cm ; or via email, from the date of publication of this notice to the following addresses: laoumayemerhoye@gmail.com and bmoumben@gmail.com.

Done at Yagoua, the **12 JAN 2023**.....

LAOUMAYE MERHOYE
THE COORDINATOR OF PULCI

