

TERMS OF REFERENCE FOR MONITORING & EVALUATION SPECIALIST UNDER IRRIGATION FOR CLIMATE RESILIENCE PROJECT (ICRP)

1. BACKGROUND

The Government of Uganda (GOU) represented by the Ministry of Water and Environment (MWE) has received financing from the World Bank towards the cost of the implementation of the Irrigation for Climate Resilience Project (ICRP). The project development objective (PDO) is to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish Operation and Maintenance arrangements for irrigation service delivery. The 6-year project will be implemented by MWE.

The Irrigation for Climate Resilience Project (ICRP) aims to support the Government of Uganda (GoU) in the shift towards more resilient agriculture through the development of sustainable irrigation services. The project intends to address Uganda's climate change vulnerabilities by: (i) promoting adoption of irrigation by small farmers, in synergy with other agriculture inputs and technologies; (ii) increasing water storage capacity; (iii) promoting drainage; and (iv) promoting sustainable catchment management. Through the introduction of irrigation services, combined to the provision of extension services and facilitated access to agri-inputs, farmers are expected to record more stable and higher yields, increase intensification (by cropping also during the dry season), and diversification (by introducing higher value crops). This change will be pulled by the market, with irrigation becoming the anchor for stronger producer organizations and development of value chains. The project recognizes the need to explore a range of irrigation models adapted to local needs.

The ICRP Project Implementation arrangements require a Project Support Team (PST) to be established under Component 3 to augment the MWE Staff capacity for the smooth implementation of the Project. One of the staff required under the PST is the **Monitoring and Evaluation (M & E) Specialist**.

2. MWE now invites suitably qualified individuals, with qualifications and experience as detailed below to apply for the position of a **M & E Specialist**. The successful candidate will be required to commence work as soon as possible. The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance. **OBJECTIVE OF THE ASSIGNMENT**

The objective of this assignment is to ensure overall coordination and leadership for monitoring and evaluation of the project. The selected Consultant is responsible for ensuring accurate and comprehensive data collection and analysis of results to report on progress towards achievement of project objectives. This involves working with the technical team members to develop appropriate indicators, targets and methods for collecting information on project activities and assist with analysis for evidence-based decision making for project improvements.

3. RESPONSIBILITIES AND TASKS

The M&E Specialist shall;

- i. Develop and implement the monitoring and evaluation system/ strategy that will ensure tracking of all project inputs, outputs, outcomes and impact results.
- ii. Develop and implement cost-effective and efficient data collection systems
- iii. Develop program-wide participatory M&E tools, systems and processes that increase the effectiveness and accountability of the project.
- iv. Undertake data analysis and reporting for all relevant purposes (e.g. Quarterly and annual reports, donor reports, Top policy).
- v. Train Project Implementation Team in the use of the M&E system and the application of M&E tools, including identifying and trialling innovative approaches in M&E systems.
- vi. Regularly evaluate the project; review the overall performance of the project against set objectives.
- vii. Establish and operationalize the reporting framework for all participating water schemes/towns under the project
- viii. Agree with the MWE on the reporting scheme and prepare the first (baseline) report
- ix. Communicate periodicity the reporting requirements to all concern parties/ components
- x. Establish the organisational structure for M&E and project-wide coordination and management across project areas.
- xi. Ensure good internal communication of the progress and impact of the project on M&E system.
- xii. Set up a framework for incorporating beneficiary communities in the M&E process, and for internalizing beneficiary feedback in the determination of the project's next steps.
- xiii. Facilitate the design and implementation of studies, surveys, mid-term review and end of Project and impact evaluations.
- xiv. Any other duties that may be assigned by his/her Supervisor from time to time in furtherance of the above responsibilities.

4. PERFORMANCE INDICATORS

- i. Monitoring & Evaluation system/Strategy for ICRP developed and implemented
- ii. Project Implementation Teams trained on monitoring & evaluation
- iii. Data collection, reporting and learning among all components coordinated
- iv. Quarterly, annual and thematic Reports prepared
- v. Monitoring the progress of ongoing sub projects;
- vi. Design the implementation of studies, MTR and end of project evaluation.

5. QUALIFICATIONS AND EXPERIENCE

- i. Holder of Masters Degree in any of the following fields: Monitoring and Evaluation, Demography, Population Studies, Statistics, Economics, or any other related subjects from a reputable University.
- ii. Demonstrated experience in data processing and management of large scale surveys.
- iii. Demonstrated experience of at least 3 years of application of Computer statistical packages and/ or data analysis software (e.g. SAS, SPSS, and Advance Excel) and basic computer skills (word-processing, power point, and databases) are a must.
- iv. At least (Eight) 8 years direct experience in a position of monitoring and evaluation of large scale national Projects
- v. Possession of additional training in impact evaluation, familiarity with the operations and use of IT in monitoring and evaluation are added advantages
- vi. Strong experience in conducting a research study including the entire evaluation cycle, from design and formulation to implementation, analysis and presentation of results and recommendations.
- vii. Good oral and written communication skills. Should be fluent in English.
- viii. Proven high level of integrity in handling public resources and in executing duties.
- ix. A high level of interpersonal and management skills and ability to work with teams
- x. Must be result focused and be able to work under pressure and tight deadlines
- xi. High level of integrity

6. REPORTING

The **Monitoring & Evaluation Specialist** for the Irrigation for Climate Change Project (ICRP), shall report to the Project Coordinator.

7. DUTY STATION

The duty station of the work is Kampala but with regular travels to project sites.

8. TIME FRAME

The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.