

Partnerships for Irrigation and Commercialisation of Smallholder Agriculture (PICSA)
Department of Irrigation (DOI), Ministry of Agriculture and Forestry (MAF)

1. TOR for On-farm Water Management Specialist

Job title	On-Farm Water Management Specialist
Short description	The On-Farm Water Management Specialist is a hired project staff stationed at national level to provides backstopping to PICSA staff (deputed and hired) in strengthening water user groups' capacities in enhancing the productivity of their irrigation systems; inter alia by making use of PICSA support.
Objective	WUGs are able to establish cropping patterns that make the most out of the available water resources
Results	<ul style="list-style-type: none"> • Guidelines for orientation of WUGs towards better productivity and higher cropping intensity of their system • Capacities in DAFO/DoI for orienting WUGs on irrigation agronomy • A clear focus in WUGs and DoI on improving system and on-farm water management (rather than on provision of new infrastructure)
Reporting to	National Project Coordinator/CTA
Tasks	<ul style="list-style-type: none"> • Guide the implementation of steps 4, 5 and 6 of component 1 (Train water WUGs, Coach WUGs, Support WUG investments through PICSA financing facility. • Coordinate activities closely with the WUG Development & O&M Specialist • Work closely with National Farmer Group Investment Advisor to review and inspect the appropriation of Farmer Group Investment proposal. • Prepare training programmes for WUG orientation, based on interactive methodologies and including site visits; • Prepare a PICSA guideline on irrigation agronomy, for use by the DoIs at PAFO and DAFO; • Prepare the technical guideline of solar Cell, underground water pump Operation and maintenance manual for water use/Farmer group to ensure the long-term use and sustainability of the small-infrastructure. • Prepare a PICSA guideline on participatory water management, for use by the DoIs at PAFO and DAFO; • Orient PAFO and DAFO irrigation staff on irrigation agronomy through interactive methodology, including on-site application of the lessons learned (hands-on learning); • Contribute to lessons learned and policy recommendation with respect to Participatory Irrigation Management for commercial smallholder agriculture
Experience and Qualifications	<ul style="list-style-type: none"> • At least bachelor degree in Irrigation agronomist, Agriculture, Irrigation or the equivalent tertiary qualification/master degree in relevance field is preferable.

	<ul style="list-style-type: none">• Experience in small- scale of irrigation for instance under-ground water, water pump and Solar cell energy installation and application with ability to provide small irrigation Operation and Maintenance manual;• Experience in irrigation water use system for the farm as such sprinkler, dropping and other water use efficiency system for farming.• At least 5 years of relevant work experience, in supporting crop diversification under irrigated conditions under government/donor projects or large institutions (IFAD, WB, ADB...) preferably IFAD-funded projects;• Experience with pressurised irrigation, and irrigation of other crops than paddy.• Ability to work well in teams and to interact with a wide range of different donor funded projects and government representatives;• Ability to provide technical training to project stakeholders especially farmer water use group, technical team at district and province level.• Have high level of English language skill both Spoken and Written is essential.
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2. ToR for Social, Environment and Climate Assessment Procedure Specialist (SECAP Specialist)

Job title	Social, Environment and Climate Assessment Procedure Specialist (SECAP Specialist)
Short description	The Social, Environment and Climate Assessment Procedure Specialist will lead the ESS development and monitoring activities of the project. In addition, he/she will provide support to the senior management on Social, Environment and Climate Assessment issues to ensure the project intervention is relevant in the various contexts of the project's intervention.
Objective	Enhanced livelihood resilience and sustainability within the project intervention area
Results	<ul style="list-style-type: none"> • Project management principles (decentralised implementation, joint actions) applied • Timely and constructive interaction with MAF, implementation partners and service providers • Strong ESS monitoring framework developed
Reporting to	NPC, CTA
Tasks	<ul style="list-style-type: none"> • Design relevant protocols to ensure all Social, Environment and Climate Assessment are implemented by project stakeholders • Develop project Social, Environment and Climate Assessment management systems • Provide technical inputs related to general rural development issues to project staff and management team • Support the M&E section to ensure projects results and Social, Environment and Climate Assessment data are fully integrated • Develop manuals, reports, and other products in line with the project intervention • Provide innovative and out of the box thinking • Provide support to the management team as required
Qualifications	<ul style="list-style-type: none"> • At Least Bachelor degree in Social, Environment and Climate Change or related fields (Master degree is preferable). • At least 05 years of relevant work experience in supporting social, environment and climate assessment in irrigation projects financed by government/donor (IFAD, WB, ADB...), preferably IFAD-funded projects; • Ability to work well in teams and to interact with a wide range of different donor funded projects and government representatives; • Understanding of specific issues in the context of Social, Environment and Climate Assessment Development in Lao PDR • Have high level of English language skill both Spoken and Written is essential; • Good literacy in IT • Demonstrated skills in people's management and communication • A problem-solving attitude.