

ARIAS SOCIETY

Assam Rural Infrastructure and Agricultural Services Society (ARIASS)

(An Autonomous Body of the Govt. of Assam)

**Project Coordination Unit (PCU) of the World Bank Financed
Assam Agribusiness and Rural Transformation Project (APART)**

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Draft Indicative Terms of Reference (ToR)

For Piggery Value Chain Expert – Production (PVCE- Production), to be positioned in the Directorate of Animal Husbandry & Veterinary under World Bank financed Assam Agribusiness and Rural Transformation Project (APART)

(A) BACKGROUND AND OBJECTIVES

1. The Government of Assam (GoA) through Government of India (GoI) has received a loan from the World Bank (IBRD: International Bank for Re-construction and Development) for the Assam Agribusiness and Rural Transformation Project (APART). The Project Development Objective (PDO) of APART is to “add value and improve resilience of selected agri value chains focusing on smallholder farmers and agro-entrepreneurs in targeted districts of Assam”. The Assam Rural Infrastructure and Agricultural Services (ARIAS) Society, an autonomous body of the Govt. of Assam, is the apex coordinating and monitoring agency for the Project while the Directorate of Animal Husbandry & Veterinary is an important Operational Project Implementation Unit (OPIU) of the project under the Animal Husbandry & Veterinary Department (AHVD) of GoA. The Department now wishes to hire one **Piggery Value Chain Expert-Production (PVCE-Production)** out of the loan proceeds to be positioned in the Directorate of Animal Husbandry & Veterinary at Guwahati under APART as per the terms given hereunder.
2. The APART will achieve the PDO by: (i) promoting investments in agri-enterprises, reducing the business and transaction costs, facilitating access to finance for agribusiness entrepreneurs, and, where appropriate, push for process, regulatory and/or policy change; (ii) supporting the development of a modern agri supply chain; improved information communication technologies (ICT) based farm information and intelligence services, and alternative marketing channels; and (iii) improving producers’ access to knowledge, technologies and infrastructure so that they are able to respond to market opportunities and climate variability. To achieve the PDO, the project will adopt clusters (production and enterprise) and value chain approach. The project is being implemented in 16 districts¹ (undivided as of 1st April, 2016) of Assam.
3. There four components of APART: **The first component is Enabling Agri Enterprise Development**, with sub-components being (i) enhancing state capacity to attract private investments, (ii) Setting up an Agribusiness Enterprise Development and Promotion Facility (EDPF) (iii) Agribusiness Investment Fund (AIF) support (iv) establishing stewardship councils. **The second component is Facilitating Agro Cluster Development** with sub-components being- (i) support establishment of cluster level Industry Associations (IAs), (ii) supply chain support. **The third component is Fostering Market Led Production and Resilience Enhancement** with sub-components being (i) promoting climate resilient technologies and their adoption (ii) facilitating market linkages through market intelligence and product aggregation (iii) facilitating access to and responsible use of financial services. **The fourth component is project Management, Monitoring & Learning.**
4. Component-C of APART aims at enabling producers of the priority value chains, in the targeted clusters, to take advantage of the rapidly changing market demand, and enhance resilience of agriculture production systems for increasing production and managing risks associated with climate change. This would be achieved by: (i) improvements in production technologies and management practices through climate resilient solutions; (ii) facilitation of collective-action by producers by supporting the establishment of farmer producer organizations (FPOs); (iii) improving value realization at the farm level through improved cleaning, grading and packing of produce through Common Service Centers (CSCs) managed by FPOs; (iv) facilitation of market linkages through market information and intelligence; and (v) facilitating access to a broad set of financial services and their responsible use by producers. The component will adopt a cluster based value-chain approach for providing support to producers for sustainably increasing their production and productivity; linking the producers with emerging supply chains, modernized wholesale agriculture markets

¹ Nagaon, Sonitpur, Barpeta, Karbi Anglong, Kamrup, Dhubri, Golaghat, Kokrajhar, Lakhimpur, Darrang, Cachar, Sivasagar, Jorhat, Goalpara, Morigaon and Nalbari

and warehouses, under component B; and facilitating partnership opportunities with strategic and potential anchor and leading firms, supported under Component A.

5. Directorate of Animal Husbandry & Veterinary in association with Assam Livestock and Poultry Corporation (ALPCo) is implementing the sub-component on piggery value chain. This sub-component *among others* aims at increasing production and productivity by organizing smallholder producers into producer groups to access services, inputs and markets, including matching grants (CIG Grants) for improved housing and feed management, with in kind contribution by the beneficiary groups as per the norms given in the Project Implementation Plan (PIP), developing and equipping a service delivery network (pig *bandhus*) for breeding including a multiplier scheme for boars and artificial insemination services, feeding and animal health, common service centres to support access to inputs, post-harvest management e.g. small scale scientific slaughtering; capacity building through skills training, demonstrations and exposure visits, enhancing market access through enterprise development and promoting aggregation and processing, with a focus on food safety and human health risks, building state capacity to implement Food Safety & Standard Act, 2006 & Food Safety & Standard Regulations, 2011 of the Food Safety and Standards Authority of India (FSSAI); and training & certification of small scale market actors (e.g. butchers) and increasing consumer awareness on food safety. The project has also engaged International Livestock Research Institute (ILRI) for technical assistance in piggery value chain.

(B) OBJECTIVES OF THE ASSIGNMENT & SCOPE

6. The **PVCE-Production** will report to the **Director, Animal Husbandry & Veterinary** in close consultation with Nodal Officer, Directorate of Animal Husbandry & Veterinary, and will support the Directorate in meeting the objectives of the Project as per Project Implementation Plan (PIP), Annual Work Plans (AWPs) and other project documents working mainly on the production side of the piggery value chain. In particular the responsibilities of the **PVCE-Production** include the following:
 - a) Based in the Directorate of Animal Husbandry and Veterinary, **PVCE-Production** will work closely with the national and international knowledge partners i.e. International Livestock Research Institute (ILRI) and Indian Council of Agricultural Research- National Research Centre on Pig (ICAR NRC-P) in line with the agreements signed with these two agencies, particularly on the production side of value chain.
 - b) **PVCE-Production** will be instrumental in designing, training and monitor market led, climate resilient production demonstrations in piggery particularly on (i) housing i.e. pig sty for fatteners, pig sty for breeder and Bokashi piggery (ii) feeding i.e. on ration balancing and improved food, feed crop including field days.
 - c) **PVCE-Production** will provide need based inputs on finalization of the State Pig breeding policy. The policy is currently in the pre-final stage. In addition, s/he will identify the underlying policy, institutional, and infrastructural issues that affect the competitiveness of the pig production with reference to the role of government and private sector and provide necessary feedback to PCU as well as GoA through the Director, Animal Husbandry.
 - d) **PVCE-Production** will support the Directorate's initiatives on breed upgradation i.e. awareness and dissemination activities, training and capacity building, sensitization and orientation of *Pig bandhus*.
 - e) **PVCE-Production** will organize and lead the implementation of Directorate's vaccination program and other animal healthcare initiatives like iron supplementation, de-worming, animal health camps etc under APART.
 - f) **PVCE-Production** will provide need based inputs to the project Service Providers (SPs) like Common Service Centres (CSC)/ FPO SP, M&E Agency, Enterprise Development and Promotion Facility (EDPF) etc.
 - g) **PVCE-Production** will go through various reports from Consultants and other documents like survey questionnaires, literature etc as applicable and provide technical feedback on the same.
 - h) Support in organizing, meetings, workshops, seminars, conferences and other such events etc. at the Directorate headquarter as well as at the district offices as per the project requirements.
 - i) Ensure that the concerned activities are carried out in compliance with the Project's Environment and Social Management Framework. These documents are available on the website of ARIAS Society (link: <http://www.arias.in/publication.html>) for reference
 - j) **Training and Capacity Building: PVCE-Production** shall provide need based training in the broad

area of piggery value chain management (production side) to the project staff, service provider staff at both state and district level. S/he will also be instrumental in preparation of training materials/modules etc and updating the same as per requirement.

- k) To work in close coordination and guidance/advisory of the Project Coordination Unit (PCU) of ARIAS Society and be in touch with ARIAS Society experts on project matters concerning informal dairy value chain under APART.
- l) Documenting success stories, case studies, innovative business models and disseminating at various forums as directed.
- m) Any other related task assigned by the Director, Animal Husbandry and Veterinary.
- n) **Travel Requirements:** The **PVCE-Production** may be required to undertake field-visits and tours to project sites, concerned central and state ministries, departments and agencies with the approval of the reporting officer.

(C) QUALIFICATIONS, EXPERIENCE, SKILLSET, AND AGE ETC.

6. **Educational Qualifications:** The **PVCE-Production** should hold a **Bachelors degree in Veterinary Science/Animal Husbandry & Veterinary or a closely related field**

OR

Masters Degree/Post Graduate Diploma (of minimum two years duration) in Veterinary Science/Animal Husbandry & Veterinary or a closely related field from recognized University/Institution

7. **Working Experience:** **PVCE-Production** must possess at least **two years** of professional experience in piggery value chain related activities in any public/private sector organization in case the incumbent holds a Masters degree/ Post Graduate diploma as indicated above **OR four years** of professional experience in piggery value chain related activities in any public/private sector organization in case the incumbent holds a Bachelors degree as indicated above.
8. **Computer Skills & Language:** The **PVCE-Production** must have proficiency in the use of Internet based applications, Graphics, MS Word, MS Excel and MS Power Point and other related applications.
9. **Language:** Fluency in English & Hindi. Candidates with knowledge of local language will be preferred.
10. **Age:** Age of the candidate should not be more than **50 years as on 1st January, 2019.**

(D) DURATION OF CONTRACT, NOTICE PERIOD ETC.

11. The tenure of **PVCE-Production** is intended for the entire duration of APART and co-terminus with the project period of APART. However, continuity of the **PVCE-Production** beyond one (1) year from the date of signing the agreement will depend upon his/her performance. The decision of the Director, Animal Husbandry & Veterinary, shall be final and binding in this regard. The contract management shall be done as per the prevailing project rules.
12. The contract with **PVCE-Production** may be terminated by either side at any point of time during the contractual period by serving a 30 days' notice without assigning any reason and without thereby incurring any liability to the Govt. of Assam/ PCU/ ARIAS Society/Animal Husbandry and Veterinary Department/ Directorate of Animal Husbandry and Veterinary. The assignment is purely contractual in nature and shall not, under any circumstance, be extended beyond the APART's closing date. The Govt. of Assam/ PCU/ ARIAS Society/Animal Husbandry and Veterinary Department/ Directorate of Animal Husbandry and Veterinary shall not undertake any responsibility for subsequent deployment of the incumbent.
13. The **PVCE-Production** shall not assign or sub-contract, *in whole or in part*, his/her obligations to perform under this Contract, except with the reporting officer's prior written consent. The **PVCE-Production** will have to serve the assigned office on full time basis under overall command of Director, Animal Husbandry & Veterinary. The resignation/termination shall be as per prevailing project rules.

(E) REMUNERATION, PAYMENT TERMS AND LEAVE ETC.

14. Depending on the qualifications, experience, competencies, recent remuneration, etc. of the candidate, the consolidated annual Cost to Project (CTP) for the **PVCE-Production** will be in the range between **Rs.6.00 lakh to Rs.12.00 lakh** per year. However, in case the selected candidate's current remuneration or CTC with 30% enhancement comes below Rs.6.00 lakh/year, the lower remuneration will be offered. The annual

CTP shall be inclusive of remuneration, performance-linked-incentive, communication allowance, health/service related allowance, all taxes, cost of accommodation and food at Guwahati, conveyance to attend the Directorate office, etc. The CTP may be enhanced on an Annual basis, based on **PVCE-Production's** performance and prevailing project rules.

15. The remuneration will be given in equal monthly installments and the Performance-Linked-Incentive (PLI) will be given quarterly based on the performance and achievement against the mutually agreed deliverables by the **PVCE-Production**. Taxes as applicable shall be dealt with as per applicable laws.
16. Travelling, Boarding, Lodging and Food expenses for approved official tours outside Guwahati will be reimbursed as per the prevailing project rules.
17. The provisions of leave would be as per prevailing project rules.
18. No house rent allowance or any other allowance shall be paid by the Project. No other payment whatsoever (except reimbursement of official travelling expenses) shall be made, except as agreed with the **PVCE-Production**, by the Project.

(E) REPORTING AND PERFORMANCE REVIEW

19. The **PVCE-Production** will report to the Director, Animal Husbandry & Veterinary on a day-to-day basis in close consultation with Nodal Officer, Directorate of Animal Husbandry & Veterinary, APART. Quarterly/Half yearly/Annual performance review will be done by the Reporting officer.

(F) FACILITIES TO BE PROVIDED TO PVCE-PRODUCTION

20. The **PVCE-Production** will be given access to all documents, reports, correspondence, contacts available with the Directorate of Animal Husbandry & Veterinary and any other information as deemed necessary and available for smooth accomplishment of tasks assigned. The **PVCE-Production** will be provided with one office cubicle/workstation in the Directorate along with computer, printer, computer/office consumables, and internet access. *The **PVCE-Production** however will not be provided with any clerical assistance.*
