



ARIAS SOCIETY

Assam Rural Infrastructure and Agricultural Services Society

(An Autonomous Body under Govt. of Assam)

Project Management Unit (PMU) of the Asian Development Bank financed

Sustainable Wetland and Integrated Fisheries Transformation (SWIFT) Project

Agriculture complex, Khanapara, G.S.Road, Guwahati-781022(Assam, India)

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Draft Indicative Terms of Reference (ToR) Senior Monitoring & Evaluation Specialist (Sr. M&ES)

A. Background of the Project:

1. The Sustainable Wetlands and Integrated Fisheries Transformation (SWIFT) project seeks to promote the sustainable management of Assam's wetland (beel) ecosystems and fisheries development by actively engaging local communities in the management process and enhancing their economic and livelihood conditions. SWIFT's integrated approach combines institutional strengthening for ecosystem conservation with the development of the beel fisheries value chain. This dual focus benefits both the environment and the local community, ensuring long-term sustainability and economic growth.
2. Specifically, the project is aligned with the following impact: income of small-scale food producers of Assam enhanced (Assam Vision 2030, Fisheries Sector); and the project will have the following outcome: beel fishery productivity and community-based sustainable wetland management enhanced in the state of Assam. Three outputs are envisaged.
3. **Output 1: Institutional capacity and regulatory framework for sustainable beel ecosystem and fisheries management strengthened.** The output aims to reform the current government system on beel management, particularly the leasing system. It will support the following activities: (i) updating relevant beel management and fishery acts, regulations, and rules for community-based management, and preparing public awareness-raising materials; (ii) preparing rules or guidelines for community-based beel management system, considering various hydrology of wetlands, channels, agroecological situations, and providing necessary training on the subject; (iii) preparing a sustainable operational model as a project exit plan; (iv) capacity building and training of the Department of Fisheries (DoF) staff and other allied public institutions, including the state's wetland authority, in latest fisheries stocking and conservation techniques, community-based beel management best practices, and use of digital technologies; (v) supporting research and development in beel management and fisheries, including carbon sequestration benefits from beel management, climate change impacts and adaptation measures, seed production and breeding, and ex-situ conservation of endangered species; (vi) strengthening beel community-based institutions – specifically Beel Development Committees (BDCs); and (vii) operating beel management monitoring system through the development of project information system and beel fisheries knowledge platform, complementing the state wetland authority's wetland notification process.
4. **Output 2: Community-based fisheries business developed and beel community income diversified.** The project will ensure the sustainability of beel community-based institutions by enhancing their financial viability and strengthening women's and marginalized groups' participation in economic activities. The project will: (i) support the development or strengthening of the Beel Development Committees (BDCs), some of whom are or will operate as fisheries cooperatives; (ii) conduct capacity building for these BDCs through training in organizational and financial management, as well as branding, marketing and processing along the value chain; (ii) provide public sector support for the development of community-based fisheries value chain infrastructure, including fish landing sites and local aggregation points/centers; (iii) promote private sector led fisheries commercialization by creating matching grant facilities for hatchery, feed mill, primary processing and other value addition initiatives; and (iv) support other income

generation activities for self-help groups through strengthening or revitalizing self-help groups based on their needs assessment.

5. **Output 3:**Beel conservation and restoration planned and managed. The project addresses habitat loss caused by the loss of connectivity with the adjacent river and decreasing water depth, and macrophyte growth that hinders fisheries productivity in beel's. The beel restoration approaches will focus on: (i) beel demarcation; (ii) beel rejuvenation, such as de-weeding and desilting; and (iii) beel's water inflow and outflow control improvement, including desilting, constructing embankments, installing silt traps, building water retaining structures and peripheral bunds, and installing biofilters.

(B) Objective of the Assignment:

6. The services to be provided by the team of national consultants serving in the capacity of contractual staff, will assist the PMU and PIU in implementing project activities to achieve the expected objectives. This multidisciplinary team composed of national experts, will collaborate with DoF and partner agencies on project management, implementation, and capacity building. They will also ensure that safeguard measures are upheld, contributing to the successful delivery of the project's outputs and overall outcomes.
7. A dedicated SWIFT PMU has been established within ARIAS Society, headed by the SPD, ARIASociety, and is responsible for overall project execution and ensuring the achievement of project objectives.
8. The Project Implementation Unit (PIU), under the leadership of the Director of Fisheries is placed at Directorate of Fisheries, Guwahati and is also spread across the five Zonal Offices (i.e. Cluster Project Implementation Unit) of the Department of Fisheries, each headed by the Deputy Director of the Zonal Office.
9. ARIAS Society now intends to engage a **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** on contractual basis to be positioned at Project Management Unit (PMU) of the SWIFT Project.

B. TASKS AND RESPONSIBILITIES:

The Sr. M&E specialist will establish a system for the collection, storage, analysis, and reporting of project data, as well as for measuring and analyzing project outputs and outcomes. Specifically, the Sr. M&E Specialist will:

10. Provide support and guidance to the PMU and PIU in M&E analyses and reporting.
11. Support the development and implementation of project monitoring and evaluation (M&E) and design of the project results framework and performance monitoring system.
12. Provide technical guidance, review outputs (preparatory activities and deliverables/ reports) and manage the contract with the M&E firm.
13. Provide the zero draft terms of reference for M&E firm engagement, and ensure that baseline, mid-term and completion survey are conducted in a timely manner and their quality meets the government of Assam and ADB's expectations
14. Develop templates and detailed checklist of the project's indicators, outputs, outcomes.
15. Provide technical guidance and input to the IT firm engaged for design and development of the project performance management system to monitor progress of project implementation and evaluate project impacts.
16. Design training materials for data collection, analysis, and reporting.
17. Provide training to staff of the PMU, PIU, EA and IA to conduct on-field data quality reviews and monitoring, and to feedback results into the M&E system design.
18. Conduct regular visits to the target project areas to perform M&E exercises and monitor the

status of implementation progress to achieve the outputs and indicators as stated in the design and monitoring framework.

19. Review baseline findings, and review as appropriate for midterm review and final review to ensure change is captured efficiently.
20. Provide inputs to Quarterly Progress Reports.
21. Conduct mid-term evaluation of progress and achievements of the project and identify areas and/or project activities that need to be improved, and strengthened, including strategies to address problems and issues during the remaining period of project implementation.
22. Conduct a comprehensive assessment of the outputs, outcome, and initial impact of the project at the end of the project period for the Project Completion Report.
23. Provide guidance and support to staff of the EA, IA, PMU and PIU and other relevant stakeholders to ensure comprehensive and efficient monitoring and evaluation of the project.
24. Carry out other M&E activities as required by the PMU.

C. Essential Qualifications, Experience & desired ski

25. Post-graduate degree in project management, business administration, engineering, economics, statistics or other related fields.
26. Minimum 11 years' experience in designing and implementing M&E systems for development projects funded by government or international organizations.
27. Competence in computer applications (MS Office, MS Access, and MS Project) and database management.
28. Excellent English language skills.

D. Duration of Contract, Notice Period Etc:

29. The initial contract period of **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** will be for eleven (11) months and the continuity of the **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** beyond eleven (11) months from the date of signing the agreement will depend upon his/her performance and the requirement of the position etc as mentioned below. The decision of the State Project Director shall be final and binding in this regard.
30. The contract with **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** 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/ ARIAS Society. The assignment is purely contractual in nature and shall not, under any circumstance, be extended beyond the SWIFT's closing date. The Govt. of Assam/ ARIAS Society shall not undertake any responsibility for subsequent deployment of the incumbent.
31. The **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** shall not assign or sub-contract, in whole or in part, his/her obligations to perform under this ToR, except with the reporting officer's prior written consent. The **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** will have to serve the assigned office on full time basis under overall command of State Project Director and provide services to ARIAS Society.
32. The assignment is purely contractual in nature and the SPD reserves the right to terminate or cancel the assignment and/or shorten its duration or extend the duration, irrespective of whether the assigned tasks of **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** as per the ToR has been completed or not, based on the requirements or availability of the project funds or performance and/or conduct of the **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** or for convenience as determined by the SPD, without thereby causing any liability to the GoA or the Government of India or the ADB. Whatever is the reason for termination, the **Sr. Monitoring & Evaluation Specialist (Sr.M&ES)** shall comply with the termination order forthwith without any

reservation.

E. Remuneration and payment terms:

33. Depending on the qualifications, experience, competency, and also the remuneration/ CTC of the last assignment, the consolidated fixed annual Cost to project (CTP) of the **Sr. M&ES** will be determined and mutually agreed with the successful candidate, which would be within the range of **Rs. 18.00 to Rs 25.80lakhs per year**. The agreed 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 PMU, etc.
34. The remuneration will be given in equal monthly installments and the performance-linked-incentive will be given on quarterly basis based on the performance and achievement against the mutually agreed deliverables by the **Sr. M&ES**. Taxes as applicable shall be dealt with as per applicable laws. The remuneration may be enhanced on an Annual Basis, based on the HR Policy of the ARIAS Society.
35. Travelling, Boarding, Lodging and Food expenses for approved official tours outside Guwahati will be reimbursed as per the HR Policy of ARIAS Society and as provided in the contract agreement. For travel outside the State, the Travelling and Boarding & Lodging expenses will be reimbursed as per the HR Policy of the ARIAS Society and as provided in the contract agreement.

F. Travel Requirement:

36. The **Sr. M&ES** will be required to undertake field-visits and tours to the project sites with the approval of SPD. Occasional out of state visits may also be required as directed by the SPD.

G. Reporting and Performance Review:

37. The **Sr. M&ES** will report to the SPD, ARIAS Society. The quality of service and performance of the **Sr. M&ES** will be reviewed by the SPD on a quarterly basis and the annual performance review will be done as per the HR Policy of the ARIAS Society.

H. Facilities to be provided by the ARIAS Society

38. Will be given access to all documents, reports, correspondence, contacts available and any other information as deemed necessary for smooth accomplishments of tasks assigned.
39. Will be provided with one office cubicle in the PMU along with computer, printer, computer/office consumables, and internet access.
40. Will pay the fixed monthly remuneration as per the contract agreement. No house rent allowance or any other allowance shall be paid by the PMU. No other payment whatsoever (except reimbursement of travelling expenses and project allowance) shall be paid, except as agreed with the **Sr. M&ES** and by the SPD, ARIAS Society.
41. Will not be provided with any clerical assistance.

Note: This is a draft ToR and SPD, ARIAS Society reserves the right to change, update or modify this ToR at any stage till recruitment process is completed.