**Terms of Reference for Expert on Conservation Agriculture**

**Tajikistan**

**Position:** Expert on Conservation Agriculture

**Duration**: 2024

**Base station:** Sughd (Khujand, Khojibakirgan, Aksu and Isfana watersheds (Tajik part))

**Reporting to**: Project Manager

**I. Background on Acted**

Since 1993, as an international non-governmental organization, Acted has been committed to immediate humanitarian relief to support those in urgent need and protect people’s dignity, while co-creating longer term opportunities for sustainable growth and fulfilling people’s potential. Acted endeavors to respond to humanitarian crises and build resilience; promote inclusive and sustainable growth; co-construct effective governance and support the building of civil society worldwide by investing in people and their potential.

We go the last mile: Acted’s mission is to save lives and support people in meeting their needs in hard-to-reach areas. Acted develops and implements programmes that target the most vulnerable amongst populations that have suffered from conflict, natural disaster, or socio-economic hardship. Acted’s approach looks beyond the immediate emergency towards opportunities for longer term livelihoods reconstruction and sustainable development.

Present in the country for nearly 20 years, Acted Tajikistan’s interventions have evolved from early stages of recovery- anti-malaria campaigns, school feedings- to today’s development-oriented approach. Within this context, Acted has worked to satisfactorily implement over 200 donor-funded interventions designed to build community capacities in climate change adaptation and disaster risk management, improve local governance, and support sustainable rural development.

**II. Project Background**

The SDC funded NWRM Project Phase 3 aims at improving rural population livelihoods from irrigated agriculture as a result of enhanced irrigation under the reform of the water sector in Tajikistan in line with the basin and integrated water resources management. The primary stakeholders are the Ministry of Energy and Water Resources, the Agency of Land Reclamation and Irrigation, the Committee of Emergency Situations, the Committee of Environment Protection, the Sughd Oblast and District Local Governments, District Irrigation Agencies, and the Water User Associations. The project’s Impact Hypothesis is based on the assumption that the integrated water resources management in the Tajik Syr Darya Basin will lead to more efficient and sustainable use, protection and development of basin water resources which will result in improved irrigation efficiency and decreased risks of water-related disasters, and finally improved rural livelihoods, especially the vulnerable groups, including the women and men.

The project will work along three outcomes, which are closely interlinked:

Outcome 1: The Parliament adopts the IWRM relevant elements of legislation and ensures the coherence of the legislative framework, and the Ministry of Energy and Water Resources coordinates and monitors the enforcement of this legislation;

Outcome 2 The Tajik Syr Darya (TSD) River Basin Organization (RBO), River Basin Council (RBC), and basin local authorities apply IWRM principles at the basin, sub-basin, and watershed levels;

Outcome 3: Farmers use irrigation water effectively, and WUAs and irrigation agencies manage the systems efficiently and sustainably in a long-term perspective.

This assignment falls under the following project’s outputs:

* Output 5**: The Khojabakirgan (KB) Integrated Watershed Management Plan (IWSMP) is developed and the Aksu, Isfana, Isfara and KB IWSMPs are integrated with the sub-basin and basin planning.**
* Output 6**: Priority KB IWRMP DRR and CCA measures are implemented together with additional Aksu, Isfana and Isfara IWRMPs measures, including across borders.**

This assignment should contribute to the development of Khojabakirgan, Aksu and Isfana Watershed Integrated Water Resources Management Programs in the Syrdarya basin zone for 2026-2030 as per one of the Output 5 and 6 objectives.

**III. Position Objective**

One of the goals of the NWRM Phase 3 is to replicate the approach for Integrated Watershed Management, used in the Aksu and Isfana watersheds, in Khojabakirgan watershed. Thus, the Project supported in establishing and then built capacity of a Watershed Dialogue, and finally will technically assist in developing a Khojabakirgan Watershed Integrated Water Resources Management Program in the Syrdarya basin zone for 2026-2030. The Aksu and Isfana Watershed Dialogues also need assisting in developing Integrated Water Resources Management Programs for 2026-2030, as previous Watershed Management Plans covered the period 2021-2025.

The **Expert on** **Conservation Agriculture** will have an important facilitating role in gathering information on agricultural sector in Aksu, Isfana and Khojabakirgan watersheds as part of Aksu, Isfana and Khojabakirgan Watershed Integrated Water Resources Management Programs in the Syrdarya basin zone for 2026-2030 providing technical expertise to related activities.

The incumbent will work under the supervision of the project manager to support Acted team in delivering the following professional services under the scope of the project.

*Please see IV. Tasks*

*Please see VI. Expected Deliverables*

**IV. Tasks**

1. Desk Review:
   * Review of the "General Characterization of the Khojabakirgan watershed" report;
   * Review of Aksu and Isfana watershed water resources management plans for 2021-2025 and other relevant documents;

Analyze the situation in the agricultural sector, describing existing land use practices, existing inadequate agricultural practices leading to soil erosion and degradation, identification of the best practices used and recommended for replication in the Aksu, Isfana and Khojabakirgan watersheds;

Develop and submit to the Aksu, Isfana and Khojabakirgan Watershed Dialogues members a list of conservation agriculture measures in the Aksu, Isfana and Khojabakirgan watersheds based on the results of the watershed assessments. Facilitate the process of inclusion of prioritized measures into the Integrated Water Resources Management Programs in the Syrdarya basin zone for 2026-2030;

Provide reasonable recommendations for cultivation of one crop on irrigated agriculture using advanced and economically beneficial water-saving technology in the Khojabakirgan watershed;

1. Participate in the meetings of the Aksu, Isfana and Khojabakirgan Watershed Dialogues to discuss and include technical and management measures into the Khojabakirgan, Aksu, Isfana Watershed Integrated Water Resources Management Programs for 2026-2030.

**V. Required qualifications and experience:**

* Master degree or equivalent in the agriculture (environmental protection, agricultural engineering, agronomics, farming, horticulture, forestry/agroforestry) and/or any other related field;
* Experience in implementing activities connected with climate smart agriculture components;
* Knowledge of international practice in advanced land resources management;
* Experience in developing Watershed Management programs;
* Excellent Tajik or Russian, English is preferred; able to work with most computer programs (especially MS Word, MS Excel, Access);
* Ability to work effectively with government agencies and community organizations in the field;
* Strong communication skills, orally and in writing; ability to write clear, structured, articulate, and persuasive concepts notes, proposals, reports;
* Ability to meet deadlines;
* Good team player with the ability to establish trustful relations and motivate others;
* Problem solving skills by assess problem situations to identify causes, gather and process relevant information, generate possible solutions, make recommendations and solve the problem.

**VI. Expected Deliverables**

*Deliverable A*: Developed report on analysis results of situation in the agricultural sector in the Aksu, Isfana and Khojabakirgan watersheds.

**VII. Expected timeline**

The activity is expected to take place within 26 days, indicatively starting in March till December 2024:

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| **Deliverables** | **2024** | | | | | | | | | | | |
| **Jan** | **Febr** | **Mar** | **April** | **May** | **Jun** | **Jul** | **Aug** | **Sept** | **Oct** | **Nov** | **Dec** |
| *Deliverable A* |  |  |  |  |  |  |  |  |  |  |  |  |

**VIII. Application**

In order to apply to the presented position, participant will need to submit **a preliminary methodology** for the conduction of his duties and related financial proposal.

**IX. Specific conditions**

Acted security guidelines will have to be strictly followed during the whole consultancy.

**X. Submission of application:**

Qualified persons with the required skills are invited to submit their applications to [tajikistan.tender@acted.org](mailto:tajikistan.tender@acted.org) **before the 6.00 PM of March, 11th, 2024** with the subject line clearly indicating the position you are applying for.

Please note that only the shortlisted candidates will be contacted.