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**International Organization for Migration (IOM)**  
The UN Migration Agency

## Return of Qualified Afghans Programme TERMS OF REFERENCE

I. POSITION INFORMATION	
Position title:	Agriculture Economist
Host Institution:	Ministry of Agriculture, Irrigation and Livestock
City:	Kabul
Position number:	1
Organizational unit: Reporting directly to:	Office of the Deputy Minister for Irrigation and Natural Resources
Overall supervision by:	Deputy Minister for Irrigation and Natural Resources
Managerial responsibility: Directly reporting staff:	Deputy Minister for Irrigation and Natural Resources Senior Adviser to Deputy Minister for Irrigation and NR

II. ORGANIZATIONAL CONTEXT AND SCOPE
<p>Under the direct supervision of Senior Policy Adviser to Deputy Minister, and the overall supervision of Deputy Minister for Irrigation and Natural Resource, the candidate will be primarily responsible for carrying out economic analysis of irrigation and agriculture projects, short term training on economic analysis and preparing guidance documents as well as offering advisory services to the office of the deputy Minister for Irrigation and Nature Resources on the subject matter.</p>

III. RESPONSIBILITIES AND ACCOUNTABILITIES
<p>Main duties and responsibilities:</p> <ol style="list-style-type: none"> <li>1. Assist in conducting the economic analysis/impact of the investments carried out in the irrigation sector under the directorate of irrigation</li> <li>2. Assess the possibility of water pricing for irrigation (keeping Afghan context in consideration) and propose economic modality for better water management</li> <li>3. Assessment of the training or capacity building needs for economic analysis in the irrigation/agriculture projects and in the department</li> <li>4. Assist in conducting cost-benefit analysis or cost-effectiveness analysis, economic analysis, financial analysis, NPV and other economic parameters of the agricultural projects</li> <li>5. Assist in desirability (from an economic point of view) of investing in adaptation, and to assess and rank adaptation options with respect to their economic outcomes</li> <li>6. Assist in economic Life cycle assessment of the project and better engagement of private sector in agriculture</li> <li>7. Assist in devising agriculture project proposals for Afghan returnees</li> </ol>



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Other duties and responsibilities

1. Review policy and strategy documents and provide constructive feedback
2. Organize workshops and deliver training on various subject matter
3. Support office of the Deputy Minister in any other relevant tasks

**IV. COMPETENCIES**

The incumbent is expected to demonstrate the following technical and behavioural competencies:

**Behavioural**

**Accountability**

- Accepts and gives constructive criticism
- Follows all relevant procedures, processes, and policies
- Meets deadline, cost, and quality requirements for outputs
- Monitors own work to correct errors
- Takes responsibility for meeting commitments and for any shortcomings

**Client Orientation**

- Identifies the immediate and peripheral clients of own work
- Establishes and maintains effective working relationships with clients
- Identifies and monitors changes in the needs of clients

**Continuous Learning**

- Contributes to colleagues' learning
- Demonstrates interest in improving relevant skills
- Demonstrates interest in acquiring skills relevant to other functional areas
- Keeps abreast of developments in own professional area

**Communication**

- Actively shares relevant information
- Clearly communicates, and listens to feedback on, changing priorities and procedures
- Writes clearly and effectively, adapting wording and style to the intended audience
- Listens effectively and communicates clearly, adapting delivery to the audience

**Creativity and Initiative**

- Proactively develops new ways to resolve problems

**Leadership and Negotiation**

- Convinces others to share resources
- Presents goals as shared interests



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**Performance Management**

- Provides constructive feedback to colleagues
- Provides fair, accurate, timely, and constructive staff evaluations

**Planning and Organizing**

- Sets clear and achievable goals consistent with agreed priorities for self and others
- Identifies priority activities and assignments for self and others
- Organizes and documents work to allow for planned and unplanned handovers
- Identifies risks and makes contingency plans

**Professionalism**

- Masters subject matter related to responsibilities
- Identifies issues, opportunities, and risks central to responsibilities
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation
- Persistent, calm, and polite in the face of challenges and stress
- Treats all colleagues with respect and dignity

**Teamwork**

- Actively contributes to an effective, collegial, and agreeable team environment
- Contributes to, and follows team objectives
- Gives credit where credit is due
- Seeks input and feedback from others
- Delegates tasks and responsibilities as appropriate
- Actively supports and implements final group decisions
- Takes joint responsibility for team's work

**Technological Awareness**

- Learns about developments in available technology
- Proactively identifies and advocates for cost-efficient technology solutions
- Understands applicability and limitation of technology and seeks to apply it to appropriate work

*Technical (specific to the job family)*

The technical requirements are

- Previous working experience in the region and familiarity with the country situation will be highly desirable
- Work experience in more than one location or area of work, particularly in field positions, is desirable
- Strong knowledge and understanding of irrigation and agriculture development projects;
- Demonstrated capacity to write technical reports in English
- Demonstrated analytical and conceptual skills with ability to analyse and integrate diverse information from various sources
- Experience of imparting training and lectures on the Financial and Economic Analysis



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**V. EDUCATION AND EXPERIENCE** (*specific to the category and (expected) level of the position* )

- A Completed university degree in Agriculture Economics OR MBA
- Relevant work experience in agriculture economics related projects with demonstrable successes
- Excellent verbal and written communication skills in English.
- Pashto/Farsi is desirable and is a clear advantage

**VI. LANGUAGES**

Required

- |   |                            |
|---|----------------------------|
| <ul style="list-style-type: none"> <li>▪ Dari</li> <li>▪ Pashto</li> <li>▪ English</li> </ul> | Fluent<br>Fluent<br>Medium |
|---|----------------------------|

Advantageous

- Proof of producing reports and having past experience in training