

**COMMON MARKET FOR EASTERN AND SOUTHERN AFRICA
(COMESA) SECRETARIAT**



CALL FOR APPLICATIONS FOR THE POSITIONS OF MARKET ACCESS EXPERT/TEAM LEADER AND VALUE CHAIN EXPERT FOR THE REGIONAL ENTERPRISE COMPETITIVENESS AND ACCESS TO MARKETS PROGRAMME (RECAMP) UNDER THE 11TH EUROPEAN DEVELOPMENT FUND (EDF 11).

The Common Market for Eastern and Southern Africa (COMESA) Secretariat and the European Union (EU) have signed a Grant contribution agreement worth EUR 8.8M for the Regional Enterprise Competitiveness and Access to Markets Programme (RECAMP).

The RECAMP is a four-year programme that aims at contributing to increased private sector participation in regional and global value chains. The Programme Overall objective is to contribute to the deepening of regional economic integration in the COMESA region through enhancing the competitiveness of the private sector with the Specific objective to increase private sector participation in sustainable regional and global value chains by increasing access to markets and improving business and investment climate.

COMESA Secretariat plans to recruit services of a Market Access Expert/Team Leader and Value Chain Expert to join the project team, to support the implementation of the above programmes;

S/N	NAME OF VACANT POSTS	NO. OF POSTS
1.	Market Access Expert/Team Leader	1
2.	Value Chain Expert	1

1. JOB DESCRIPTION POST ONE

JOB TITLE : **Market Access Expert/Team Leader**

SALARY SCALE: EUR 7,000 per Month, ALL INCLUSIVE

DURATION OF ASSIGNMENT: Two (2) Calendar years, with possibility of renewal

DUTY STATION : COMESA Secretariat, Lusaka

BACKGROUND

The program integrates two key result areas which will be implemented with two sub result areas each as follows:

Result 1: **Competitiveness and market access of MSMEs and other firms in the targeted value chains/sectors are sustainably enhanced.**

Sub result 1.1: Market access and business linkages in the targeted sectors are enhanced.

Sub result 1.2: Capacities of beneficiary firms related to SPS and regional standards and quality management are improved.

Result 2: **Business environment is improved for MSMEs and other firms in the selected value chains.**

Sub result 2.1: Regional public-private dialogue platforms are supported and enhanced aimed at promoting business opportunities.

Sub result 2.2: Regional policies in favour of value chains development are further developed and mainstreamed in national policies.

The action will prioritize the following three value chain sectors: agro processing, horticulture, and leather and leather products, with agro processing focusing on maize, livestock (fish, dairy, poultry, meat and related products) and agro-inputs particularly quality seeds.

The beneficiaries of the RECAMP will primarily be the Member States of COMESA, and particularly the private sector businesses with focus on Micro, Small and Medium Enterprises (MSMEs), including MSMEs' youth and women entrepreneurs.

The policy measures to be taken and major operations foreseen include i) support private sector particularly Micro, small and medium enterprises to enhance their productivity through interventions at various stages of value chains and facilitating business linkages and market access; ii) to enhance the business and investment environment in the region

by influencing the implementation of regional and national regulatory frameworks and policies that create a favorable environment for business.

It is expected that at the end of the programme, the impact will be that MSMEs productive/innovation capacity and competitiveness will be enhanced and that the business environment will be improved in the COMESA region, where women and youth will also be active participants and beneficiaries of enterprise development.

I. SPECIFIC TASKS/KEY RESPONSIBILITIES

Under the overall guidance of the Assistant Secretary General (Programmes), and direct supervision of the Director for Industry and Agriculture Division, the Market Access Expert and Team Leader will be responsible for providing technical direction to the project implementation.

The specific responsibilities include:

- a) Develop/update the project annual work plans and annual reports in line with the Contribution Agreement and in collaboration with the EDF Programme Manager;
- b) Provide technical leadership to the project implementation and contribute to the development /adjustments of the project implementation strategy as and when necessary;
- c) Monitor and report on the project implementation and performance following the project's logical framework and advise on adaptation or adjustments where and when necessary; reports should highlight clearly the achievements (as per indicators) and any challenges faced and what mitigation measures were undertaken;
- d) Working in collaboration with the EDF Programme Manager, ensure coordination of the RECAMP implementation with other divisions such as Trade and Gender & Social Affairs, ongoing related programmes including COMESA Trade Facilitation, Cross-border Trade and Sanitary and Phytosanitary (SPS) programmes, and with other COMESA Institutions involved in the implementation of the RECAMP, including the Regional Investment Agency (RIA), the Federation of the National Associations of Women in Business in Eastern and Southern Africa (FEMCOM), COMESA Business Council (CBC), ACTESA and African Leather and Leather Products Institute (ALLPI) and the project Technical Partners ;
- e) Support private sector linkages across the value chains to increase access to the regional and international markets by carrying out, among others, the following tasks:
 - (i) Undertake assessments of the capacities of selected MSMEs in targeted value chains, market linkages and market access trends, constraints, and potential to meet demands of regional and international markets;

- (ii) Develop, implement and document market facilitation strategies to foster MSMEs and lead firms' linkages and enhance access to the regional and international market opportunities; This would entail conducting research to identify potential players (buyers and sellers) to facilitate these linkages;
- (iii) Provide and coordinate technical assistance to MSMEs in targeted value chains to enhance their competitiveness and integration in the regional and international markets;
- (iv) Facilitate events to support direct business linkages, including trade shows and expos, inward buyer missions, Business-to-Business (B2B) events, and other forums;
- (v) Develop policy position papers for public-private sector dialogues to inform policy and regulation reforms and implementation to enhance regional market access and business in targeted value chains; This will be done through organizing and facilitating discussions on agribusiness trade and investment-related policy issues involving representatives of the private and public sector, with a view to reach consensus on improved policies;
- (vi) Ensure documentation and dissemination of best practices and lessons learned from the project implementation;
- (vii) Facilitate project formulation by member states for submission under the Technical Assistance Facility (TAF). This is complemented by regular provision of accurate project information to member states to enable them informed decisions;
- (viii) Ensure coordination of activities with other cooperating partner both at regional and national to avoid duplication and ensure complementarity of activities;
- (ix) Carry out ICV activities in line with the agreed ICV plan, and
- (x) Carry out any other duties which may be allocated by the Supervisor.

II. ACADEMIC REQUIREMENTS

Master's degree in Agricultural Economics, Business, Economics, Marketing, or other relevant fields.

III. PROFESSIONAL REQUIREMENTS

- a) At least 10 years of experience in implementing interventions for market systems development, and market facilitation for regional and international markets, trade, and export development;
- b) Demonstrated experience in the design and implementation of MSMEs market access interventions, buyer-led approaches, and in integrating women and youth-owned MSMEs into market access and market development across value chains;
- c) Proven experience in development and implementation of capacity building programme for MSMEs and other market actors across value chains;
- d) Demonstrated knowledge and understanding of the dynamics and requirements of the regional and international markets including trade agreements as well the working of World Trade Organisation (WTO);
- e) Relevant experience working in similar donor funded regional projects, preferably (but not limited to) EU-funded projects, in the Eastern and Southern Africa region; and
- f) Proven expertise in project management involving collaboration with public and private sector, technical partners and other stakeholders.

2. JOB DESCRIPTION POST TWO

JOB TITLE : **Value Chain Expert**

SALARY SCALE : **EUR 6,000** per Month, ALL INCLUSIVE

DURATION OF ASSIGNMENT : Two (2) Calendar years, with possibility of renewal.

DUTY STATION : COMESA Secretariat, Lusaka

BACKGROUND

The program integrates two key result areas which will be implemented with two sub result areas each as follows:

Result 1: Competitiveness and market access of MSMEs and other firms in the targeted value Chains/sectors are sustainably enhanced.

Sub result 1.1: Market access and business linkages in the targeted sectors are enhanced.

Sub result 1.2: Capacities of beneficiary firms related to SPS and regional standards and quality management are improved.

Result 2: Business environment is improved for MSMEs and other firms in the selected value chains.

Sub result 2.1 Regional public-private dialogue platforms are supported and enhanced aimed at promoting business opportunities.

Sub result 2.2: Regional policies in favour of value chains development are further developed and mainstreamed in national policies.

The action will prioritize the following three value chain sectors: agro processing, horticulture, and leather and leather products, with agro processing focusing on maize, livestock (fish, dairy, poultry, meat and related products) and agro-inputs particularly quality seeds.

The beneficiaries of the RECAMP will primarily be the Member States of COMESA, and particularly the private sector businesses with focus on Micro, Small and Medium Enterprises (MSMEs), including MSMEs' youth and women entrepreneurs.

The policy measures to be taken and major operations foreseen include i) support private sector particularly Micro, small and medium enterprises to enhance their productivity through interventions at various stages of value chains and facilitating business linkages and market access; ii) to enhance the business and investment environment in the region by influencing the implementation of regional and national regulatory frameworks and policies that create a favorable environment for business.

It is expected that at the end of the programme, the impact will be that MSMEs productive/innovation capacity and competitiveness will be enhanced and that the business environment will be improved in the COMESA region, where women and youth will also be active participants and beneficiaries of enterprise development.

I. SPECIFIC TASKS/KEY RESPONSIBILITIES

Under the overall guidance of the Director, Industry and Agriculture, and direct supervision of the Programme Team Leader, the Value Chain Expert will be responsible for providing technical lead for the value chains development, identifying viable value chain actors, facilitating market linkages, MSMEs engagement and coordinating capacity building support. The specific responsibilities include:

- a) Set clear approach that supports facilitates value chain development;
- b) Design and implement a monitoring and evaluation plan that continuously tracks performance in identified value-chains and that allows for adaptation or adjustments where and when necessary;
- c) Develop and implement an action plan for upgrading identified value-chains by carrying out among others the following tasks:
 - (i) Contribute to the timely development and submission of annual project workplan and reports in line with the Contribution Agreement;
 - (ii) Analyses the constraints and opportunities related to selected value chains with emphasis on the functionality of regional markets, support services, trade policies, market institutions and organizations, risk management systems and private sector engagement;
 - (iii) undertake a literature review of studies and undertake further assessments of value chain development in COMESA region and Member States conducted by technical partners and other reputable institutions to come up with possible options for promoting MSMEs development and inclusion in the value chains;
 - (iv) Develop Terms of Reference (ToRs) for engaging Short Term Technical Assistance (STTA), supervision of consultants to conduct analytical studies and assessments on value chains and MSME businesses and carry quality assurance of deliverables;

- (v) support linkages for MSME businesses with lead firms and ensuring that technologies, knowledge and information required to meet quality and sanitary standards are accessed by MMSE businesses including women-led businesses;
- (vi) support development of sector specific regionally harmonised SPS/TBT good practice guides for prioritised value chains to enhance regional trade in close collaboration with SPS/TBT experts under TF programme;
- (vii) support capacity building for MSMEs on Sanitary and Phytosanitary (SPS) and regional standards and quality management in close collaboration with SPS/TBT experts under TF programme;
- (viii) Support alignment of national policies to the regional policies in favour of value chains development, MSMEs growth, and industrialisation;
- (ix) Facilitate public-private dialogues on SPS/TBT and Seed policies, regulations and their implementation at regional and global levels;
- (x) Carry out well planned information Communication and Visibility activities in line with and the agreed ICV plan;
- (xi) Ensure coordination and close collaboration with the other COMESA institutions and other development partners in the implementation of activities;
- (xii) Facilitate project formulation by member states for submission under the Technical Assistance Facility (TAF). This is complemented by regular provision of accurate project information to member states to enable them informed decisions;
- (xiii) Ensure coordination of activities with other cooperating partner both at regional and national supporting complementary activities; and
- (xiv) Undertaking any other duties which may be allocated by the Supervisor.

II. ACADEMIC REQUIREMENTS

Master's degree in Agricultural Economics, Agribusiness, Economics and Development Studies or related fields.

III. PROFESSIONAL REQUIREMENTS

- (i) At least 8 years of demonstrated knowledge and experience in value chains development and governance

- (ii) Proven experience in value chain and private sector development, MSMEs strengthening, trade facilitation, export promotion and marketing;
- (iii) Knowledge of policy, regulatory and institutional environment in the COMESA region and Member States pertinent to agricultural value chains development and private sector growth (MSMEs), and investment; and
- (iv) Knowledge of establishing and facilitating Public and Private sector dialogues on policies, regulations and practices related to enhancing business and investment environment for value chains development.
- (v) Extensive knowledge and experience in gender mainstreaming/ strengthening women's and youth participation in regional agro and agribusiness value chains;

3. WORKING LANGUAGE REQUIREMENT FOR THE POSITIONS

Must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two or all of the three languages will be an added advantage.

4. ELIGIBILITY FOR APPLICATION

Applicants must be nationals of COMESA Member States COMESA Member States and not more than 55 years of age at the time of submitting the application. **Candidates may only apply for one of the vacant posts.** Applications MUST be submitted on the prescribed COMESA APPLICATION FORM which can be accessed at the following COMESA website: <http://www.comesa.int/>, Opportunities, COMESA Job Application Format. **Applications must be submitted in soft copy, hard copies will not be considered, and only short-listed candidates will be contacted.**

5. FINAL DATE FOR RECEIPT OF APPLICATIONS

Applications must be submitted in soft copy, on the prescribed COMESA Application form <http://www.comesa.int/comesa-job-application-format> . Application forms can also be downloaded from the COMESA Website. Duly filled Application forms together with soft copies of qualifications should reach the email address below by **Friday 13th November 2020**. All applications must be submitted to the email below in **soft copy. Hard copies and incomplete applications will not be considered.**

Please note:

This is a re advertisement, those who applied before are encouraged to re-apply. Only shortlisted candidates will be contacted.

The Director Human Resources and Administration

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