



PALLI KARMA-SAHAYAK FOUNDATION (PKSF)

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Terms of Reference (TOR) for Food System Sector Manager (Horticulture)
Under the 'Growth for Climate Resilient and Environmental Entrepreneurship and Nutrition
(GREEN)' Project of PKSf

1. Basic Information

Title of Position	: Food System Sector Manager (Horticulture)
Number of Position	: 01(one)
Reports to	: Project Coordinator
Education	: Advanced degree (Master's degree) in one of the following subjects: Business administration, development studies, horticulture & 4-year undergraduate degree from reputed public or selected recognized private universities in agricultural science
Age	: Maximum 56 years
Experience	: 15 years
Duty Station	: Dhaka, with at least 30% time to project areas (outside Dhaka)
Salary	: Consolidated Monthly BDT 2,30,000/- (Two Lac Thirty Thousand Only) and other admissible benefits.

2. Background:

Palli Karma-Sahayak Foundation (PKSF), an apex development organization established by the Government of Bangladesh for poverty alleviation through sustainable employment generation, has been implementing various development programs and projects since its inception in 1990. Apart from its core programs, PKSf has been implementing development projects with the financial and technical assistance of different international development organizations like the World Bank, ADB, UKAID (DFID), EU, IFAD etc.

PKSF has so far successfully completed implementation of five projects financed by the International Fund for Agricultural Development (IFAD). These are: Microfinance and Technical Support Project (MFTSP), Microfinance for Marginal and Small Farmers Project (MFMSFP), Finance for Enterprise Development and Employment Creation (FEDEC) project, Promoting Agricultural Commercialization and Enterprise (PACE) and "Rural Microenterprise Transformation Project (RMTP)".

After successful completion of RMTP, PKSf launched 'Growth for Climate Resilient and Environmental Entrepreneurship and Nutrition (GREEN)' Project financed by IFAD. The main focus of the project is the promotion of livelihoods in the country, particularly in poverty-stricken and climate-vulnerable areas.

3. Project goal and objective:

The project goal is to contribute to climate-resilient and inclusive rural transformation through sustainable and equitable economic growth, and the development of the project is: To sustainably increase income, climate resilience, food security, and nutritional status of beneficiary households by enabling healthy diets and improved nutrition behaviours, uptake of technologies and best practices, and enhanced access to capital.

4. Project areas

The project will be implemented all over the country. However, it will prioritize poverty-stricken and climate-vulnerable districts. Within the priority GREEN regions, some parts are more vulnerable than others, such as subdistricts adjacent to the coastal region, those in floodplains, a majority of flash flood-prone Haor subdistricts, and drought-prone Barind subdistricts.

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5. Target population, beneficiaries and benefits:

The project's direct beneficiaries are estimated at 258,333 microfinance and business development recipients, comprising the extremely poor, transitional poor and enterprising poor. GREEN aims to directly benefit 258,333 households, translating to approximately 1.11 million individuals. The target population includes agricultural labourers, artisans, marginal and smallholder farmers, pond fisheries farming and backyard livestock-keeping households, non-agricultural producers, and poor young men and women.

6. Main areas of activities of the position

Responsible for the development of value chain strategy for the agriculture sector, including field crops, horticultural crops, and oil pulses that is aligned with the project's development goals and objectives. Lead the strategic actions for sustainable food system transformation in Bangladesh.

7. Duty station

The employee will be stationed in Dhaka and spend adequate time in the field as per need to supervise project activities, including the most remote areas, as per instruction and or need for the project.

8. Duration

It should be noted that the position is expected to begin at the earliest possible time and will last until the end of the project period (31 March 2032). This appointment will initially be for one year, with the possibility of annual renewal up to project periods or the period determined by PKSF's management.

9. Duties and responsibilities

The **Food System Sector Manager (Horticulture)** will work under the direct supervision of the Project Coordinator (PC) and specific tasks are, but not limited to, the following:

- Develop the value chain strategy for the Horticulture sector, integrating nutrition, gender and climate change considerations; undertake horticulture value chain assessment, commodity selection, market assessment and profitability analysis.
- Provide technical guidance to POs in designing, reviewing and implementing value chain development (VCD) subprojects in line with GREEN PIM, and manage the VCD subprojects.
- Identify climate vulnerabilities and promote climate-resilient production technologies, sustainable resource management and environmentally friendly horticulture practices.
- Work with MEs, POs and private-sector firms to establish market linkages and contract farming arrangements, and develop commercially sustainable partnerships with buyers, input suppliers and service providers.
- Identify new opportunities for interventions, facilitate technology transfer, and address problems and constraints across horticulture value chains.
- Promote improved post-harvest handling, storage and processing, reduction of post-harvest losses, and value addition.
- Assess market opportunities and explore the export potential of horticulture subsectors.
- Strengthen the capacity of POs, oversee Good Agricultural Practices (GAP) and Hazard Analysis and Critical Control Points (HACCP) training, and monitor the technical performance and outcomes of interventions in horticulture value chains.
- Visit subprojects to identify opportunities and constraints, monitor progress, and observe impacts.
- Assist the Project Coordinator (PC) in developing annual plans and support their implementation.
- Prepare reports, case studies and other relevant documentation.
- Perform any other responsibilities assigned by the PC.



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10. Academic & other qualifications

- Advanced degree (Master's degree) in one of the following subjects: Business administration, development studies, horticulture
- 4-year Undergraduate degree from reputed public or selected recognized universities in agricultural science
- Training on Microenterprise Development/Value Chain Management/Supply Chain Management/Market System Development
- At least two 1st Class/Division and having no 3rd class/division or equivalent in any examination.
- Fluent in Bangla and English.

11. Experience

- Minimum 15 years of work experience in reputed organizations, including at least 10 years of experience in managerial positions in implementing value chain development project(s), with a minimum of 05 years of experience in value chain and microenterprise development under projects funded by multilateral development banks (such as the World Bank, IFAD, ADB, AIIB, etc.).
- Progressively advanced career path and demonstrated capacity in designing, implementing, and monitoring implementation of development project(s)
- Experience of working in value-chain activities under the projects funded by international development organizations will be preferred
- Willingness and ability to undertake regular travel all over the country

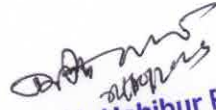
12. Age limit

- Maximum 56 years on the last date of application.

13. Salary & Allowances

- Monthly consolidated salary BDT 2,30,000/- (Two Lac Thirty Thousand Only)
- Other admissible benefits (Festival Bonus, Bangla Noboborsho Allowance, Mobile Allowance, Group Insurance, etc.) as per PKSf policy;
- Salary and other admissible benefits (if any) are inclusive of all applicable taxes as imposed by the Government of Bangladesh. All relevant taxes will be deducted at the source as per Government rules.

PKSF is an equal opportunity employer and seeks to employ and assign the best-qualified personnel for all of its positions in a manner that does not unlawfully discriminate against any person because of his/her specific identities, such as race, religion, gender, disability, or any other status or characteristics protected by the laws of the country.


Md. Habibur Rahman
Deputy General Manager (FIED)
&
Project Coordinator, GREEN Project
Palli Karma-Sahayak Foundation (PKSF)