



## THE REGIONAL ENVIRONMENTAL CENTRE FOR THE CAUCASUS

### Terms of Reference for Local Project Expert based in Gurjaani Municipality

Publication/Contract Ref. No. 027RECC/G/FAO-09-2021

<b>Job Title:</b>	<b>Local Project Expert based in Gurjaani Municipality</b> (part time) [Status on Project Team: <i>Project Core Team Member at RECC</i> ]		
<b>Contracting Organization:</b>	The Regional Environmental Centre for the Caucasus (RECC)		
<b>Division/Department:</b>	RECC Projects' Implementation Unit		
<b>Programme/Project Number:</b>	<b>"Achieving Land Degradation Neutrality Targets of Georgia through Restoration and Sustainable Management of Degraded Pasturelands"</b> (GEF Project ID: 10151 / FAO Entity Number: 654524 / FAO Project Symbol: GCP/GEO/006/GFF)		
<b>Duty Station:</b>	Municipality of Gurjaani, Georgia		
<b>Contract Type:</b>	Employment Agreement		
<b>Selection Procedure:</b>	Local Competitive with Publication of a Vacancy		
<b>Expected Start Date of Assignment:</b>	01 June, 2021	<b>Duration:</b>	22 months (until 01 April, 2023)
<b>Total Number of Working Months:</b>	22 Working Months		
<b>Working Month Rate:</b>	200/204 (USD)		
<b>Reports to:</b>	Sophiko Akhobadze	RECC Executive Director	

#### 1. DESCRIPTION AND OBJECTIVE OF THE ASSIGNMENT

##### 1.1. Background

The Regional Environmental Centre for the Caucasus (RECC) as operational partner is involved in implementation of the Global Environmental Facility (GEF) financed project Achieving Land Degradation Neutrality Targets of Georgia through Restoration and Sustainable Management of Degraded Pasturelands – GEF Project ID: 10151" ("the Project")<sup>1</sup>. GEF Implementing Agency for the Project is the Food and Agriculture Organization of the United Nations (FAO).

<sup>1</sup> Project "Achieving Land Degradation Neutrality Targets of Georgia through Restoration and Sustainable Management of Degraded Pasturelands (2020-2023)" - (GEF Project ID. : 10151, Focal Area: Land Degradation, GEF Period: GEF-7, Approved for Implementation: Feb-2020). <https://www.thegef.org/project/achieving-land-degradation-neutrality-targets-georgia-through-restoration-and-sustainable>

With the above regard, in May, 2020 the RECC and FAO signed Operational Partners Agreement (OPA) for implementation of the Grant Project “Achieving Land Degradation Neutrality Targets of Georgia through Restoration and Sustainable Management of Degraded Pasturelands”. This Agreement governs the implementation by the RECC of the relevant parts of the Project as defined in the results matrix, work plan and budget in Annex 3 of the OPA. It describes the relationship between the RECC and FAO and their responsibilities.

Under the Project and within the context of *Land Degradation Neutrality (LDN)*, Georgia aims to maintain and increase the amount of healthy and productive land resources in line with the national sustainable development goals. Georgia has released five voluntary LDN targets. The project is directly linked to the implementation of two of these targets: Target 1: Integrate LDN principles into national policies, strategies and planning documents; and Target 4: Degraded land will be rehabilitated.

Project consists of four subsequent components: (1) Policy and Regulatory/Institutional, (2) Demonstration, (3) Capacity Building and (4) Knowledge Management.

The project sets out to support the national efforts to implement LDN targets of Georgia through restoration and sustainable management of the degraded pasturelands. It follows the GEF guidelines “Scientific Conceptual Framework for Land Degradation Neutrality” and takes a phased approach. First, the country has selected three target municipalities based on the priorities of the LDN TSP, and the target landscapes for implementation activities.

The target municipalities are located in the Eastern part of Georgia and include, among others, ***Municipality of Gurjaani***. The target municipalities and landscapes have been characterized by key bio-physical and socio-economic parameters to set the project baseline in line with the voluntary LDN indicators.

Target municipalities have been selected based on extensive consultations with the Ministry of Environmental Protection and Agriculture of Georgia (MEPA) Departments, other governmental agencies, and representatives of the regional and local authorities, and based on the following technical criteria:

- Existence of multiple typical problems regarding pasture management in Georgia, such as land degradation due to natural conditions (wind or water erosion) and unsustainable use, complexity of terrain and geographic features, types of soil layers, patterns of the local agricultural activities and lack of regulatory mechanisms leading to land degradation;
- The importance of the livestock sector to the region (Gross Domestic Product - GDP share and share of the population employed), with the focus on cattle and sheep;
- Dependence of rural population on pastures and livestock sector as a source of livelihoods, with the focus on cattle and sheep;
- Land degradation severity and hot spots from the United Nations Convention to Combat Desertification (UNCCD) assessment; and
- Complementarities with other relevant on-going projects.

Achieving LDN requires land managers to monitor land use decisions that may impact the neutrality. Thus, the project will develop pastureland management plans in target municipalities and manage counter-balancing at the level stipulated in the plans. The project will strengthen the enabling environment for LDN, land-use planning processes, and security of tenure rights with the specific focus on pasturelands. It will be followed by development of a LDN Decision Support System (DSS) using the proposed hierarchy of responses (avoid>reduce>reverse) based on the status of land degradation and using three LDN voluntary indicators (*land cover, land productivity, and Soil Organic Carbon - SOC*) that will be piloted in the three target municipalities. This also involves balancing of the anticipated losses from impacts of pastureland use decisions through restoration of degraded pasturelands (land use of the same type), thus achieving LDN on the ground on pasturelands in the three target municipalities generating associated GEBs related to land restored and under SLM.

The counterbalancing of the LDN will be done at the same scale as land use planning process that will be established in the three target municipalities. This will be followed by scaling up the select approaches within three target municipalities using the land use plans and targeted capacity building programs and awareness raising campaigns. The three LDN indicators, additional national indicators for rangeland health and socio-economic benefits will be monitored. Local knowledge and continuous learning will be applied to validate/interpret the data, and anticipate/adjust/create new steps – closing the LDN loop.

The experiences of this project will be replicated across Georgia through activities of MEPA, RECC, CENN, and international partners, and shared with other countries in the region and at UNCCD.

## 1.2. General objective of the assignment

**Local Project Expert** who will be based in Gurjaani Municipality (**LPE-Gurjaani**) performs functions of the RECC Project Core Team Member at municipal level and is responsible to support implementation of the Project components concerning RECC's relevant Project parts under the OPA planned in Gurjaani Municipality.

He/She will work under the overall guidance and supervision of the RECC Executive Director (*Project Policy and Institutional Advisor – Project Supervisor/Manager*), Technical Advisor in Agricultural Development (RECC Project Core Team Coordinator) and in close consultation with the government designated National Project Director (NPD) representing the Ministry of Environmental Protection and Agriculture of Georgia (MEPA).

## 2. SCOPE OF THE ASSIGNMENT

### 2.1. Specific Task

Specific task of the assignment is coordination of implementation of the activities **at local (municipal) level** in accordance with the **Project Annual Work Plans** under RECC's relevant Project parts of the OPA.

### 2.3. Deliverables and Timing

**LPE-Gurjaani** will report to the RECC Executive Director (Project Policy and Institutional Advisor – Project Supervisor/Manager) and Technical Advisor in Agricultural Development (RECC Project Core Team Coordinator). **LPE-Gurjaani** will deliver the following deliverables in accordance with the **Project Annual Work Plans** under **RECC's relevant Project parts of the OPA**:

Table 1. Deliverables and Timing

n/n	Name of Deliverable (D) <i>with Corresponding Work Plan Activity under RECC's relevant Project parts of the OPA</i>	Corresponding Outputs <i>under RECC's relevant Project parts of the OPA</i>	Timing <i>Quarter (Q), Calendar Year</i>	Assumptions
D-1	<p><b>D-1.1.</b> Participation and municipal-level coordination in creation and further operation of national multi-stakeholder platform (<i>incl. identification and consultation with local stakeholders through municipal roundtables, workshops and discussions</i>)</p> <p><b>D-1.2.</b> Facilitate and provide consultations and, when necessary, municipal-level data during the process for development of feasibility study of integrated pastureland and livestock development in Georgia (<i>incl. cost-benefit analyses for current and alternative future scenarios</i>)</p> <p><b>D-1.3.</b> Discussion and validation of main principles, scope and outline for national pastureland policy document with integration of LDN principles at municipal-level multi-stakeholder workshop</p> <p><b>D-1.4.</b> Facilitate at municipal level dissemination of draft national pastureland policy document for wider</p>	Output 1.1.1 (1.1.3). National pastureland management policy contributing to implementation of LDN principles, designed and agreed with key stakeholders	Q3/2021- Q4/2021	-

	<p>public review and facilitation at local level for comments and validation</p> <p><b>Activity 1:</b> <i>National pastureland policy integrating LDN principles drafted in participatory manner through series of roundtables, workshops, discussions under the national multi-stakeholder platform based on Feasibility study of integrated pastureland and livestock development in Georgia (incl. cost-benefit analyses for current and alternative future scenarios)</i></p> <p><b>Activity 3:</b> <i>Dissemination of national pastureland policy document for wider public review and facilitation at national and local levels for governmental approval</i></p>			
<b>D-2</b>	<p><b>D-2.1.</b> Identification and validation of municipal-level needs for new legislation and/or revisions of existing legislation based on preliminary agreed national pastureland policy principles at local level</p> <p><b>D-2.2.</b> Facilitate and provide consultations and, when necessary, municipal-level data during the process for development of Regulatory Impact Assessment (RIA) of draft law (legal package) on pastures</p> <p><b>Activity 1:</b> <i>Identification of needs for new legislation and/or revisions of existing legislation based on agreed national pastureland policy and pastureland management law drafted</i></p> <p><b>Activity 2:</b> <i>Regulatory Impact Assessment (RIA) of draft law</i></p>	Output 1.1.2. Pastureland management law and supplementary sub-laws drafted	Q3/2021-Q3/2022	<i>Local validation and discussions to be completed before related Project Activity, to ensure that findings are ready in time for integration</i>
<b>D-3</b>	<p><b>D-3.1.</b> Participation, provision of technical support, and municipal-level coordination in effective operation of Municipal Multi-stakeholder Pasture Management Group</p> <p><b>Activity 1.</b> <i>Establishment of pasture management groups at municipal level in communities integrating LDN principles in at least three target municipalities</i></p>	Output 1.1.4. Multi-stakeholder pasture management groups are established in the three target municipalities	Q3/2021-Q1/2023	-
<b>D-4</b>	<p><b>D-4.1.</b> Facilitate and provide consultations and, when necessary, municipal-level data for Survey on opportunities for organizing Pasture Users Union (PUU) for management of “village pasture” in target municipality</p> <p><b>D-4.2.</b> Facilitate and, where appropriate, provide efforts for legal establishment of Pasture Users Union (PUU) in target municipality</p> <p><b>D-4.3.</b> Liaise with and provide technical support to Pasture Users Union (PUU) in target municipality</p> <p><b>Activity 2.</b> <i>Development of a coordination mechanism between the croppers, food processors and livestock keepers to ensure wise use of resources (e.g. use of post-harvest residues for feeding) and prevent damage of crops by the animals</i></p>	Output 1.1.4. Multi-stakeholder pasture management groups are established in the three target municipalities	Q3/2021-Q1/2022	-
<b>D-5</b>	<p><b>D-5.1.</b> Facilitate and, where appropriate, provide municipal-level coordination efforts for:</p>	Output 1.1.5. Decision Support	Q4/2021-Q3/2022	-

	<ul style="list-style-type: none"> <li>• Identification of labs for checking quality of the soils accessible for local population of target municipality</li> <li>• Elaboration of mechanisms to facilitate access of stakeholders to the labs for checking quality of the soils in target municipality</li> </ul> <p><b>Activity 6:</b> <i>Facilitate access of stakeholders to the labs for checking quality of the soils</i></p>	System (DSS) for LDN integrated and tested		
<b>D-6</b>	<p><b>D-6.1.</b> Facilitate and support process for pastureland inventory data (quantitative, qualitative) gathering and multi-factor assessments of pastures under Sustainable Land Management (SLM) that follow Land Degradation Neutrality (LDN) hierarchy of responses in target municipality</p> <p><b>D-6.2.</b> Support and, where appropriate, coordinate discussions and agreement on Inventory system/methodology with parameters (quantitative, qualitative) through the coordination mechanism at municipal level</p> <p><b>Activity 2.</b> <i>Nationally appropriate pasture grazing capacity methodology developed, tested and promoted, with transparent, well documented analysis of operational costs of proposed livestock production system</i></p>	Output 2.1.1. Detailed inventory and multi-factor assessments of pastures are conducted in the three target municipalities	Q4/2021-Q3/2022	-
<b>D-7</b>	<p><b>D-7.1.</b> Facilitate and technically support:</p> <ul style="list-style-type: none"> <li>• Development of scope, outline and methodology for elaboration of state-owned pastureland management plans (strategic and operational) in participatory manner for target municipality</li> <li>• To ensure consultation with the other LPEs in other target municipalities for the purpose of harmonization of the management plans between the three target municipalities so that all plans could be scaled out at national level</li> <li>• Organizing of discussions and validation of scope, outline and methodology for elaboration of state-owned pastureland management plans (strategic and operational) in participatory manner through local coordination mechanisms</li> <li>• Organizing of discussions and feedbacks from local stakeholders on draft Strategic municipal pastureland management plan for target municipality</li> <li>• Organizing of discussions and feedbacks from local stakeholders on draft Operational municipal pastureland management plan for target municipality</li> </ul>	Output 2.1.2. Pasture management plans (strategic and operational) are developed in participatory manner and implemented in the three target municipalities	Q4/2021-Q2/2022	<i>Local validation and discussions to be completed before related Project Activity, to ensure that findings are ready in time for integration</i>

	<p><b>Activity 1.</b> Elaboration of State-owned pastureland management plans (strategic and operational) in participatory manner for three target municipalities (in total 20,000 ha)</p>			
D-8	<p><b>D-8.1.</b> Provide technical assistance and coordination efforts at municipal level for:</p> <ul style="list-style-type: none"> <li>Implementation of pastureland restoration measures following LDN hierarchy of responses for selected priority pilot areas (within projected 250 ha of pastureland in target municipality) based on findings of strategic and operational municipal pastureland plan</li> <li>Implementation of sustainable participatory pasture management practices (<i>grazing management, weed control, breeding program with local stock, fertilization, terracing, gully prevention, mobile livestock water points, water harvesting, mobile fencing, mobile shade structures, etc.</i>) for selected priority pilot areas (within projected 250 ha of pastureland in target municipality)</li> </ul> <p><b>Activity 2.</b> Implementation of sustainable participatory pasture management practices (<i>grazing management, weed control, breeding program with local stock, fertilization, terracing, gully prevention, mobile livestock water points, water harvesting, mobile fencing, mobile shade structures, etc.</i>) (in total 747 ha)</p> <p><b>Activity 3.</b> Pastureland management municipal group discussions and community consultations</p>	<p>Output 2.1.2. Pasture management plans (strategic and operational) are developed in participatory manner and implemented in the three target municipalities</p>	<p>Q2/2022-Q1/2023</p>	-
D-9	<p><b>D-9.1.</b> Provide technical assistance and coordination efforts at municipal level for:</p> <ul style="list-style-type: none"> <li>Development and validation of draft versions of business models (<i>including related studies and bankable project</i>) in target municipality surrounding the priority pilot area/s</li> <li>Identification of pilot solar-powered water well on a remote pasture to demonstrate potential ROI from the pastures</li> </ul> <p><b>Activity 1.</b> Development of 5 differing business models for pasturelands under different land tenure systems in 3 target municipalities mainstreaming LDN principles based on the cost-benefit analysis</p> <p><b>Activity 2.</b> Livestock value chain strengthening in three target regions</p> <p><b>Activity 3.</b> Development of at least one bankable project for the LDN fund</p> <p><b>Activity 4.</b> A pilot solar-powered water well on a remote pasture to demonstrate potential from the pastures</p>	<p>Output 2.1.3. Business models to encourage investments in pastureland management to implement SLM and achieve LDN are elaborated in three target municipalities</p>	<p>Q1/2022-Q3/2022</p>	<p>To be completed before related Project Activity, to ensure that findings are ready in time for integration</p>

<b>D-10</b>	<b>D-10.1.</b> Facilitate implementation of RBM system of the project at municipal level for promotion of adaptive management  <i>Activity 1. Sharing of the project results or lessons</i>	Output 4.1.1. RBM system of the project promoted adaptive management	Q3/2021-Q1/2023	-
<b>D-11</b>	<b>D-11.1.</b> Facilitate process for refining of baseline and targets and implementation of Project Monitoring & Evaluation Plan at municipal level  <i>Activity 1. Design of grievance mechanism, designation of focal point and communication to stakeholders</i>	Output 4.1.2. A Gender-Sensitive Project Monitoring & Evaluation Plan and a relevant system are in place	Q3/2021-Q1/2023	-
<b>D-12</b>	<b>D-12.1.</b> Facilitate, support and, where appropriate, participate in implementation of the Project Communications and Knowledge Management (KM) Strategy for RECC's relevant Project parts under the OPA - at municipal level  <i>Activity 1. Communication strategy for the institutional communication</i>  <i>Activity 2. Communication strategy for the communication with farmers</i>	Output 4.1.3. Communication Strategy and KM strategy are developed and implemented	Q3/2021-Q1/2023	<i>To be completed in parallel with the related activity</i>

## 2.4. Key Performance Indicators

LPE-Gurjaani submits (in Georgian Language) to the RECC:

- Municipal -level progress quarterly reports
- Municipal-level progress annual reports
- Other municipal-level subject specific reports per RECC requirements

All reports are subject for review and approval by the RECC.

## 2.5. Payment Mode

Payment mode will be grounded on monthly based salary payments according to employment contract - during the assignment period indicated in this Terms of Reference.

## 3. OVERALL DUTIES AND RESPONSIBILITIES, QUALIFICATIONS, EXPERIENCE AND TECHNICAL COMPETENCIES

### 3.1. Overall Duties and Responsibilities

LPE-Gurjaani will have the following tasks:

- Liaise with the RECC Executive Director (*Project Policy and Institutional Advisor – Project Supervisor/Manager*), Technical Advisor in Agricultural Development (RECC Project Core Team Coordinator), RECC Project Core Team members, project partners, local and regional authorities, local farmers and communities and other stakeholders to ensure flow of expected deliverables under this Terms of Reference;

- Provide local coordination efforts and support to the implementation of the Project activities at local level;
- Facilitate and, when necessary, provide municipal-level data on pastures and livestock management;
- Support the facilitation of establishment of local pasture users' unions in target municipality;
- Review of lessons learned and make recommendations for improving the performance and the necessary adjustments to the work plan for local level;
- Attend and support work of the Municipal Multi-Stakeholder Pasture Management Working Group;
- When appropriate, provide advice and support on identification/development of training plans proposed under project outputs in light of local requirements.

### **3.2. Qualifications and Experience Requirements**

**LPE-Gurjaani** should have:

- Vocational Education and Training (VET) or higher education (B.Sc.) qualification favorably in agriculture or in other related fields
- At least 2-3 years of experience and familiarity with issues in one of the following fields: agriculture, pasture and livestock management, dairy and meat production, agricultural infrastructure, land degradation and environmental management

### **3.3. Technical Competencies**

- Results focused
- Good coordination and expert skills
- Fieldwork skills
- Ability to travel to remote destinations within target municipality
- Ability to develop good working relations with local population, municipal and regional authorities, local NGOs/CSOs, variety of local stakeholders and local mass media
- Good understanding of project results framework and project work plans at local and national levels
- Good reporting skills
- Good organizational and communication capacity
- Good written and oral working knowledge in Georgian (knowledge of English will be an asset)
- Driving license
- Computer skills

## **4. WORKING LANGUAGE**

Georgian