HORN OF AFRICA GATEWAY DEVELOPMENT PROJECT (HoAGDP)

(Project ID: P161305)

CONSULTANCY SERVICES FOR PROJECT MONITORING AND EVALUATION

Terms of Reference

1 PROJECT BACKGROUND

The Government of the Republic of Kenya (the Borrower) has received financing from the International Development Association (IDA) to finance the Horn of Africa Gateway Development Project (HoAGDP). Kenya National Highways Authority (KeNHA) represents the Borrower and is the Client in the Monitoring and Evaluation Consultancy assignment.

Project Context – Rationale and Project History

2 The Kenya HoAGDP is the first in a Series of Projects (SOP) of the Horn of Africa (HoA) Program HoA Initiative. The overarching objective of the HoA Program, which the HoAGDP will contribute to, is "enhancing connectivity among the HoA countries and access to seaports; facilitation of domestic and regional trade and economic integration, and road safety". This will be achieved through a sequential improvement in physical and institutional infrastructure and promoting trade and investing in development facilitation interventions. The overall program will be implemented in a Series of Projects (SoPs). The first project of the program (Phase 1- Kenya) focuses on Kenya which is the gateway to HoA for East, South and central Africa. The follow-on Phases will focus on the improvement of adjoining economic corridors, trade facilitation, digital connectivity, human development, and promoting resilience in Somalia and Ethiopia.

3 The HoA Initiative offers opportunities to transform the economies of the region through creating an enabling environment for developing their existing potential. Key possibilities include (i) harnessing energy resources in hydroelectric power, oil and gas, or renewable sources such as geothermal and wind and (ii) developing the region's rich agricultural land and groundwater for food production. The region's locational advantage provides the potential for supplying food and energy to itself and to the economies of the Gulf and South Asia, as well as converting the HoA into a regional transport hub based on the development of transport corridors and inter-linked markets. In order to fully realize the potential, countries need to commit to systematically addressing the barriers to intra-regional trade and opening up opportunities for private investments to create jobs.

4 North Eastern Kenya—the geographic focus of the proposed project—is one of the poorest regions of the country, with social indicators significantly below the national average. In common with contiguous regions in Somalia and Ethiopia, North Eastern Kenya is fragile, arid, insecure, and not well connected with the rest of the country. North Eastern Kenya has suffered from instability for decades, especially in recent years as the conflict in Somalia has produced cross-border effects in terms of displaced populations and incidents of insecurity.

5 To help address the development lag of the North Eastern region, the GoK, with the support of the World Bank, has developed a comprehensive 10-year development program, the North and North Eastern Development Initiative (NEDI). It covers 10 counties[1] of North and North Eastern Kenya that have formed a caucus, the Frontier Counties Development Council (FCDC), which are comparatively underdeveloped and account for about 63 percent of the total land area of Kenya. NEDI includes investments in the infrastructure sectors of water, energy, transport, and ICT, as well as in agriculture, particularly the livestock industry. To implement NEDI, the GoK is mobilizing financing to complement funds from the Equalization Fund established under the 2010 Constitution aimed at funding programs for the development of regions that have lagged compared to the rest of the country since independence. In 2017 the World Bank approved specific projects under NEDI covering water supply, energy and agriculture.

6 HoAGDP involves the upgrading to bitumen standards 365km of the 740km main Isiolo-Mandera road corridor plus 30km of spur roads connecting the market centres along the corridor; installing a740km main fibre optic cable plus 200km of spur fibre optic cable to connect public facilities along the corridor; trade facilitation interventions including construction of one stop border posts at Rhamu and Mandera, installation of border management systems; construction of river bridges at Rhamu and Mandera across Dawa to connect to Ethiopia; provision of socio-economic infrastructure at selected locations;; human capital development and institutional strengthening. These interventions will therefore contribute to increasing transport efficiency, facilitating trade and development along the Isiolo-Wajir-Mandera part of the Mombasa-Garissa-Wajir-Mandera-Mogadishu road corridor; connecting the area with information and communication technologies which is seen as an important catalyst for integration of the northern frontier into Kenyan economy and an important link in the international road connection between Kenya, Ethiopia and Somalia. Details are in the Project Appraisal Document (PAD) which include among others detailed project description; Results Monitoring Framework and results indicators; project components and activities; implementation arrangements; and project risks.

For more information on project area characteristics, projects components and other related safeguards information refer the Project Appraisal Document (PAD) which can be accessed on the link below:

[1] *The Frontier Counties Development Council (FCDC) comprises the counties of Isiolo, Wajir, Mandera, Garissa, Lamu, Tana River, Samburu, Turkana, West Pokot, and Marsabit*

http://documents1.worldbank.org/curated/en/607871599876158923/pdf/Kenya-Horn-of-Africa-Gateway-Development-Project.pdf

7 The Project Development Objective (PDO) of the Horn of Africa Gateway Development Project (HoAGDP) is to improve: (a) the movement of people and goods and digital connectivity and access to social services to communities at designated locations along the targeted sections of the Isiolo-Mandera Regional Road Corridor; and (b) the capacity of selected transport related institutions in Kenya.

7.1 Results Monitoring and Evaluation Arrangements

Monitoring of project performance will be carried out by a monitoring and evaluation (M&E) consultant (an accredited local university in Kenya) will collect baseline data in relation to the indicators of the goal, outcomes, outputs and inputs. During the life of the project, report on the progress towards achieving the objectives of the project against the indicators provided in the results framework and monitoring arrangements in Results Framework and Monitoring matrix (Section vi) of the Project Appraisal Document. **The M&E consultant will also monitor the impacts of the risks identified.** Based on the experience on similar Bank-financed projects in the sector, the project will also offer another opportunity in linking the academia with the industry. KeNHA will use a competitive selection process to engage the responsible accredited university. The selected university will sign a contract with KeNHA and delegate the management of the Contract to the Project Management Office (PMO) under the State Department of Infrastructure, Ministry of Transport, Infrastructure, Housing, Urban Development and Public Works. The PMO will work in close collaboration with the implementing agencies and beneficiary entities. The selected university will assign a team of experts and will provide both semi and annual reports. While the M&E consultant will report the overall progress of the project quarterly or annually, data collection of each target is responsibility of implementing agencies. The M&E consultant will collect data of each target and will report the overall progress of the project both quarterly and annually.

The M&E system of the project will be complemented by a variety of support mechanisms, including: (a) the construction consultants who will oversee the day-to-day progress of works on the site; (b) the use Geo-Enabling method for Monitoring and Supervision (GEMS) by KeNHA and Frontier Counties Development Council (FCDC) staff**.** GEMS is a systematic approach of getting insights about investments in geographic locations where access is either non-existent or limited due to active conflict, high insecurity, or logistical constraints; and (c) engagement of local Civil Society Organizations (CSOs) with experience to manage matters relating to Gender Based Violence in the project area through creating awareness.

8 OBJECTIVES OF THE ASSIGNMENT

The overarching objectives of this assignment is to: (a) monitor, evaluate and report on the project implementation performance in order to apply any mid-course correction during project life; and (b) evaluate and report on the project development outcomes and lessons learned to inform project design and implementation of projects in future.

.

9 SCOPE OF WORKS

The scope of works shall include:

(i) Baseline Assessment – The Consultant will be required to collect baseline information/data on all indicators at the start of the assignment. This assessment should be conducted before the commencement of the project to serve as a benchmark for examining what change is triggered by the intervention. The surveys should cover the household surveys, socio-economic status and upcoming developments likely to impact the road among other areas. Please refer to the PAD for the Results Monitoring Framework.

A. **Undertake poverty and social assessment of the project area including public consultation, gender assessment, and social action plan**
B. **Map stakeholder's needs and the approach in engaging them towards the project implementation.**
C. **Enumerate non-quantifiable social benefits and other effects of the proposed intervention.**

(ii) *Results Monitoring* - The consultant will empirically measure the project results against the indicators contained in the current Result Monitoring Framework (RMF) detailed in the PAD. The consultant will undertake periodic monitoring of the projects quarterly or biannually to collect data in line with the project performance, outcome and output indicators in the project's M&E Logical Framework/ Result Monitoring Framework. This data will form the reporting framework for the biannual and annual reports from the experts.

(iii) *Project Risks Assessments* - The World Bank has developed a Framework for Management of Risk in Operations, which is called "Systematic Operations Risk-rating Tool" (SORT). The consultants would be required to assess/monitor/rate project risk through this new framework. The SORT is a simple matrix consisting of nine risk categories (Political and governance, Macroeconomic, Sector strategies and policies, Technical design of project or program, Institutional capacity for implementation and sustainability, Fiduciary, Environment and social, Stakeholders and Other), plus an overall risk assessment as per the table below.

Systematic Operations Risk- Rating Tool (SORT)

	Risk Category	**Rating**
1)	Political and Governance	Substantial
2)	Macroeconomic	Substantial
3)	Sector Strategies and Policies	Moderate
4)	Technical Design of Project or Program	Moderate
5)	Institutional Capacity for Implementation and Sustainability	Substantial
6)	Fiduciary	Moderate
7)	Environment and Social	High
8)	Stakeholders	Substantial
9)	Other – security in the project area	High
	OVERALL – implementation	**High**

(iv) The risks to be assessed in the SORT are defined as the Government's risks to development results associated with the Project. The risk assessment in the context of Bank activities should therefore consider two types of risk: Risks to achieving the intended (positive) results as per the Project Development Objectives (PDO); and Risks of adverse unintended (negative) consequences to the Government flowing from the Project, including risks to the money, people, and environment, even where these do not disrupt the achievement of the development objectives. In addition, the assessment takes into account both the likelihood of the risk materializing, as well as the severity of its impact on the achievement of the intended results. The risk assessment should be based on current residual risk, i.e. after taking into account the impact of mitigation measures that have already been implemented; but not presuming any future additional mitigation measures, beyond those already in place. There is no pre-assigned weighting of the different aspects of risk under each category, and teams should use judgment in determining a single rating. Similarly, the overall risk rating does not necessarily reflect an average of the 9 individual ratings, but rather a judgment-based assessment of the relative weight of risks under each category in the context of the Country Partnership Framework (CPF) or operation.

(v) Organize extensive consultations with all stakeholders and project beneficiaries to incorporate their views during reporting. The project recognizes the importance of community participation, the Consultant must go out of its way to gather data and information from various stakeholder groups in the institutions implementing the projects and along the road corridors being developed. When this background is well understood at the early stages of implementation of M&E assignment, there is high likelihood of achieving desired results.

(vi) Assess sustainability of the project interventions and recommend measures to improve project performance or mid-course correction including lessons which can be drawn for future projects.

(vii) Desired Impact of Softer Project Components - While a typical transport project will mainly be concerned with basic transport related indicators like reduction in travel time and road safety related indicators, this complex project has other 'softer' components such as training and institutional strengthening/capacity building as a significant inclusion. The bulk of the Credit proceeds however goes to roads infrastructure. The institutional strengthening/capacity building components are low value in monetary terms, but their implementation will have a very high impact to the targeted beneficiary entities. The M&E consultancy also need to focus on the soft project aspects for holistic implementation to ensure that all beneficiary entities can gain from this assignment.

(viii) Identify the bottlenecks, achievements and any lessons learnt thereof during implementation of the project including the appropriateness of the project design, project life (implementation period), and implementation arrangements among others.

(ix) Monitor progress toward achieving the project objectives during the execution of the project and at the end of the project determine the extent to which the project objectives were achieved.

(x) On the basis of the actual costs and benefits, calculate the economic internal rate of return and net present values of the project upon the completion of the respective activities with special reference to Annex 2 of the Project Appraisal Document (PAD).

(xi) *Data Collection and Analysis*. The Consultant will be required to collect required data (disaggregated by gender) on the indicators in the results framework (Part D of the PAD) including on a bi-annually basis as well as baseline. The Consultant shall apply appropriate tools to analyse data and present the findings. Analysis should be undertaken as per the indicators in the RMF and should inform the Client whether targets have been met/are being met or not met and why. The analysis will then be compiled into various reports.

10 REPORTING REQUIREMENTS AND DELIVERY SCHEDULE

The duration of the assignment will be 80 months and it will be concluded before the current loan closing date of June 30th, 2028.

a. Entry Meeting - An entry meeting for review of proposed framework, methodology and agree on the outcome and output indicators. This will enhance the accurate data collection for the baseline and result monitoring.

Report No.	Description of the Report	Timeline
First Year of Assignment		
1.	Inception Report (20 copies in hard copy and 2 in CD form)	Within 30 days after Commencement
2.	First Bi-annual Report (20 copies in hard copy and 2 in CD form)	After six months upon commencement
3.	Second Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 12 months upon commencement
4.	First Annual report to be presented at the first Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the first year of the assignment
5.	First Annual Workshop	Within 60 days after the end of the first year of the assignment
Second Year of Assignment		
1.	Third Bi-annual Report (20 copies in hard copy and 2 in CD form)	After six months of the second year of assignment (18 months after commencement)

Report No.	Description of the Report	Timeline
2.	Fourth Bi-annual Report (20 copies in hard copy and 2 in CD form)	After twelve months of the second year of assignment (24 months after commencement)
3.	Second Annual report to be presented at the Second Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the second year of assignment
4.	Second Annual Workshop	Within 60 days after the end of the second year of the assignment
Third Year of Assignment		
1.	Fifth Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 6 months of the third year of the assignment (30 months after commencement)
2.	Sixth Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 12 months of the third year of the assignment (36 months after commencement)
3.	Third Annual report to be presented at the Third Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the third year of assignment
4.	Third Annual Workshop	Within 60 days after the end of the third year of assignment
Fourth Year of Assignment		
1.	Seventh Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 6 months of the fourth year of the assignment (42 months after commencement)
2.	Eight Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 12 months of the fourth year of the assignment (48 months after commencement)
3.	Fourth Annual and Midterm Evaluation report to be presented at the Fourth Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the fourth year of assignment

Report No.	Description of the Report	Timeline
4.	Fourth Annual Workshop	Within 60 days after the end of the fourth year of assignment
Fifth Year of Assignment		
1.	Ninth Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 6 months of the fifth year of the assignment (54 months after commencement)
2.	Tenth Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 12 months of the fifth year of the assignment (60 months after commencement)
3.	Fifth Annual report to be presented at the Fifth Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the fifth year of the assignment
4.	Fifth Annual Workshop	Within 60 days after the end of the fifth year of assignment
Sixth Year of Assignment		
1.	Eleventh Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 6 months of the sixth year of the assignment (66 months after commencement)
2.	Twelve Bi-annual Report (20 copies in hard copy and 2 in CD form)	After 12 months of the sixth year of the assignment (72 months after commencement)
3.	Sixth Annual report to be presented at the Sixth Annual Workshop (20 copies in hard copy and 2 in CD form)	Within 60 days after the end of the sixth year of the assignment
4.	Sixth Annual Workshop	Within 60 days after the end of the sixth year of assignment
Seventh Year of Assignment		

Report No.	Description of the Report	Timeline
1.	Draft Final Report to be presented at the Seventh and final workshop (20 copies in hard copy and 2 in CD form)	Within 60 days to the loan closing date
2.	Final Annual Workshop Report (20 copies in hard copy and 2 in CD form)	Within 60 days to the loan closing date
3.	Final Report	Within 30 days to the loan closing date

11 SUPERVISION ARRANGEMENTS, CLIENT'S INPUT AND COUNTERPART PERSONNEL

The Contract will be entered into between the selected university and KeNHA. KeNHA will delegate the management of the Contract to the Project Management Office (PMO). The Consultant will report to the Deputy Project Coordinator in the PMO who will be responsible for this task on a day to day basis. During implementation of the assignment, the PMO will work in close collaboration with the implementing agencies and beneficiary entities. The selected university will assign a team of experts and will provide both semi and annual reports as outlined in the Terms of Reference. While the M&E consultant will report the overall progress of the project semi-annually or annually, data collection of each target is the responsibility of implementing agencies. The PMO will be the focal point for the purposes of M&E. Meanwhile, the project implementing agencies, namely, State Department of Infrastructure (SDoI), State Department of Transport (SDoT), KeNHA, Kenya Revenue Authority (KRA), National Transport and Safety Authority (NTSA) and ICT Authority have communications units in their organization structures that will complement these efforts and work closely with the selected university.

Relevant and available project documents/progress reports/information will be made available to the M&E Consultant as required.

12 TEAM COMPOSITION, QULAIFICATIONS AND REQUIREMENTS FOR THE KEY EXPERTS

Experts are chosen based on the design of the project and the information required under the key indicators. Below are the key experts: -

12.1 Team Leader (78 man-months)

The Team Leader shall be a senior and suitably qualified and experienced person to serve for the entire contract period of 78 months. For appointment to this position, the Team Leader must possess technical expertise with qualifications commensurate to the following:

(i) Have an advanced university degree (Master or PhD) in development studies, social science, economics, applied engineering, project management or related field.
(ii) Over fifteen (15) years demonstrated professional experience in development research, monitoring and/or evaluation, part of which must be on transport work/research.
(iii) The team leader must demonstrate expertise in transport sector policies and planning, managing, monitoring and evaluating, or coordinating complex projects.
(iv) Minimum of five years of progressively responsible experience on monitoring and evaluation of development and research projects.
(v) Knowledge of statutory framework for Kenya's Transportation Sector.
(vi) Have strong leadership capacities and a demonstrated record of successful leadership of multi-disciplinary teams.
(vii) Strong skills in written and spoken English and working knowledge of Kiswahili.
(viii) Knowledge of one of the languages of the study region would be an added advantage.
(ix) Excellent Public Relations and communication skills with a pleasant personality are required.
(x) Knowledge of World Bank project procurement and implementation guidelines will be an added advantage.

Excellent command of Microsoft Office tools such as Word, Excel, Access, PowerPoint, and data analysis packages.

12.2 Highways Engineer / Deputy Team Leader (78 man-months)

The Highways Engineer shall be a senior, suitably qualified and experienced Civil Engineer specialized in highway engineering to serve for the entire contract period of 78 months. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess bachelor's degree - BSc (Civil Engineering) from a university recognized in Kenya and be a Registered Consulting Engineer by Engineers Board of Kenya (EBK).
(ii) Must possess a master's degree in Highway Engineering or equivalent from a university recognized in Kenya.
(iii) To be a member of a professional body.
(iv) A background in project management, monitoring and evaluation.
(v) Over fifteen (15) years demonstrated experience in the Roads Sub-Sector in Kenya
(vi) Knowledge and experience in handling road safety in road construction work zones.
(vii) Knowledge of and experience in working with HDM IV Road Management and Development model.
(viii) Have strong leadership capabilities and a demonstrated record of successful leadership of multi-disciplinary teams.
(ix) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.3 Environmental Specialist (30 man-months intermittent)

The Environmentalist shall be a senior, suitably qualified and experienced professional specialized in environmental management, environmental economics, operational health and safety to serve for a total of thirty (30) months spread out intermittently throughout the Contract period. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Possess a master's degree in any of the following disciplines; environmental science, physical or biological science or equivalent from a university recognized in Kenya.
(ii) Served as an environmentalist in the public service or private sector for a minimum period of ten (10) years.
(iii) Registered as an environmental expert by National Environment Management Authority (NEMA) and/or professional body of environmentalists.
(iv) Experience in donor funded projects, environmental policies and guidelines, assessment of feasibility of environmental and social management plans.
(v) Experience in implementation of Resettlement Action Plans (RAP) and/or risk management measures.
(vi) Computer literacy and familiarity with standard office computer applications.

12.4 Transport Economist (40 man-months intermittent)

The Transport Economist shall be a senior, suitably qualified and experienced professional specialized in transport economics to serve for a total of forty (40) months spread out

intermittently throughout the Contract period. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess a master's degree in economics or equivalent from a university recognized in Kenya and a basic degree in economics or civil engineering.
(ii) A background in project management, monitoring and economic evaluation of transport projects.
(iii) Over ten (10) years demonstrated experience in the Roads Sub-Sector in Kenya or the Eastern Africa Region.
(iv) To be a member of a professional body.
(v) Knowledge and a demonstrated record of experience in economic analysis of large value roads/civil works contracts and the use of HDM IV Road Management and Development model and undertaking road project appraisals.
(vi) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.5 Information and Communication Technology Specialist (30 man-months intermittent)

The ICT specialist shall be a senior, suitably qualified and experienced professional specialized in information communication technology to serve for a total of thirty (30) months spread out intermittently throughout the Contract period. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess master's degree in information communication technology or equivalent from a university recognized in Kenya and a basic degree in computer science or engineering.
(ii) A background in project management, monitoring and evaluation is an added advantage.
(iii) Over ten (10) years demonstrated experience in the ICT and transport related work in Kenya or the Eastern Africa Region.
(iv) Knowledge and a demonstrated record of experience in managing large ICT assignments including laying of fibre optic cable, intelligent transportation systems (ITS) and installation and commissioning of LAN and WAN networks.
(v) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.6 Monitoring and Evaluation (M&E) Specialist / Statistician (60 man-months intermittent)

The Monitoring and Evaluation (M&E) specialist shall be a senior, suitably qualified and experienced professional specialized in monitoring and evaluation to serve for a total of sixty (60) months spread out intermittently throughout the Contract period. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess master's degree in project management, transport economics, applied statistics, monitoring and evaluation, applied engineering or equivalent from a university recognized in Kenya.
(ii) A background in project management, performance monitoring, and developing monitoring and evaluation methodologies.

(iii) At least ten (10) years demonstrated experience in monitoring and evaluation.
(iv) Experience in designing and using data gathering tools for transport sector performance monitoring in Kenya or Eastern Africa is an added advantage.
(v) Strong quantitative and qualitative data collection and analytical skills.
(vi) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint, and knowledge of data management and analysis software such as SAS, STATA, SPSS and NVivo.

12.7 Sociologist (40 man-months intermittent)

The Sociologist shall be a senior, suitably qualified and experienced professional specialized in sociology to serve for a total of forty (40) months spread out intermittently throughout the Contract period. For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess a master's degree in any of the following: sociology, anthropology, social work, or its equivalent qualification from a university recognized in Kenya.
(ii) Experience in donor funded agencies' social policies and guidelines.
(iii) Experience in HIV/AIDS, gender monitoring and mainstreaming, transport safety behavioural aspects, and/or social development interventions.
(iv) Minimum ten (10) years practical experience in transport work/research.
(v) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.8 Livestock/pastoralist specialist (12 man-months)

The Livestock/pastoralist specialist shall be a senior, suitably qualified and experienced professional specialized in livestock and pastoralism to serve for a total of twelve (12) months spread out intermittently throughout the Contract period.

The expert is expected to collect relevant data on pastoralist beneficiaries, from the start of the project through its implementation and upon completion. Noting the high number of expected beneficiaries in the Results Monitoring Framework, the Livestock/pastoralist specialist will need to work closely with the local liaison committees to come up with authentic reports on beneficiary communities. During the implementation of the project, the intermediate results will be used to come up with recommendations to be shared with the Client to improve performance.

For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Minimum of bachelor's degree in animal science, range management, livestock marketing, agribusiness management, pastoral livestock systems or related field.
(ii) A background in project management, monitoring and evaluation is an added advantage.
(iii) Minimum of 10 years of practical experience in livestock development, including livestock marketing and processing.
(iv) To be a member of a professional body.
(v) Strong administrative, logistics and management experience.
(vi) Strong oral and written communication skills required.

(vii) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.9 Transport Geographer (24 man-months intermittent)

The Transport Geographer shall be a senior, suitably qualified and experienced professional specialized in Geography to serve for a total of twenty four (24) months spread out intermittently throughout the Contract period.

The Transport Geographer is expected to collect data on a number of indicators including project beneficiaries, undertaking surveys on communities along the road corridor, the weather pattern of areas along the corridor among others. The expert is expected to make recommendations to the Client on optimal exploitation of the areas of influence based on the findings of the surveys and the analyses carried out. The road corridor traverses vast arid and semi-arid land with oil and water resources that may require to be mapped and recommendations from the Transport Geographer will be found valuable.

For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess a master's degree in geography, urban and regional planning or its equivalent qualification from a university recognized in Kenya.
(ii) Experience in donor funded agencies' transport policies and guidelines.
(iii) Experience in Geographic Information Systems (GIS) and human settlement mapping and planning.
(iv) Minimum ten (10) years practical experience in similar works.
(v) Excellent command of Microsoft Office tools such as Word, Excel, Access, and PowerPoint.

12.10 Trade and Enterprise Specialist (12 man-months intermittent)

The trade specialist shall be a senior, suitably qualified professional specialized in trade and enterprise development to serve for a total of twelve (12) months spread out intermittently throughout the Contract period.

The Trade and Enterprise Specialist is expected to collect data and undertake analysis of the same on the road transport indicators like travel time reduction, ease of crossing the border, time of clearance of trucks, increase in trade volume within Kenya and between Kenya and Ethiopia as well as Somalia. These indicators are determined in the Results Monitoring Framework. The Trade and Enterprise Specialist will report on all the indicators and lead the discussion on this topic during the stakeholder engagements.

For appointment to this position, the candidate must have the following minimum qualifications and skills:

(i) Must possess a master's degree in any of the following: Business, economics, development studies, or equivalent qualification from a university recognized in Kenya.
(ii) Experience in research and/or interventions related to small-scale trade, cross-border trade, enterprise development, business management.
(iii) Experience in transport related research would be an added advantage.
(iv) Familiarity with gender issues as they apply to trade and enterprise development would be an added advantage.

(v) Strong oral and written communication skills required.
(vi) Computer literacy and familiarity with standard office computer applications.