United Nations Development Programme



TERMS OF REFERENCE

Title	Promoting the use of solar technologies for agricultural and rural
	development in Myanmar
Type of Contract	Professional Contract for Services
Start/End Dates	October 2021 – October 2023
Duration	24 months
Location	Myanmar
Supervisor	Deputy Resident Representative, UNDP

I. Background

UNDP Myanmar is currently implementing a regional project "Promoting the use of solar technologies for agricultural and rural development in Cambodia and Myanmar" with funding support from the Ministry of Agriculture, Food and Rural Affairs, Republic of Korea to strengthen resilience of the agriculture sectors in Myanmar to climate change by promoting and scaling up resilient agricultural practices, the adoption of solar technologies in irrigation and the agricultural value chain.

This project seeks to build a model for inclusive and sustainable development of rural communities in the Dry Zone by addressing the problem of (1) poor adoption of mobile technologies among rural communities, especially women, which undermines the potential of mobile communications and related information technologies as a cross-cutting means to integrate and amplify the effectiveness of development interventions; (2) weak agricultural extension services and research capacities and efficient service delivery to farmers; (3) lack of use of mobile information and communication technologies to enable access to information and to provide location-specific services for rural communities; and (4) lack of access to technology, markets, credit and energy have limited the growth of rural micro and small enterprises and excluded them from high-demand value chains. The above problems will be tackled in an integrated manner - considering both gaps in technology and systems and capacities of stakeholders and beneficiaries. In doing so, it will try to narrow the gaps between beneficiaries and service providers, including enhancing access to markets, financial services and livelihood inputs.

Lack of reliable access to water serves as a constraint on livelihoods and the development of a vibrant agriculture sector. Poor and landless farmers are particularly vulnerable to climate shocks, such as droughts and floods, and other extreme weather conditions. Lessons learned from UNDP's projects in the Dry Zone region has found that access to water and irrigation services are vital for improving smallholder production, and reducing incidences of crop failure, and enables farmers to explore improved crop varieties and fertilizers

The project aims to increase resilience of agriculture sector to climate change through a three-pronged interventions: (i) supporting the uptake of resilient agricultural practices, (ii) enhancing the agricultural value chain and (iii) promoting and scaling up the adoption of solar technologies for water pumping and powering market facilities.

To meet the above objective, the project will implement a set of measures that span across two key outputs.

- Output 1: Increased smallholder farm productivity through adoption of innovative agricultural technology and an improved value chain; and
- Output 2: Enhanced awareness, capacities, adoption and utilization of solar water pumping solutions.

Under Output 1, the project will increase smallholder farm productivity and climate resilience through the adoption of resilient and innovative agricultural practices and technology, capacity development of market actors and extension service providers, and the establishment of technology-enabled market facilities. By doing so, the project aims to address a set of barriers related to agriculture productivity including marketing facility to link farmer products to markets and consumers; access to agriculture inputs such as resilient seeds, farm tools and innovative technologies; agricultural market information; technical know-how to improve quality and safety agricultural products for markets; and consumer trust of the farmers to supply safe agricultural products and mechanism of labelling and certification of agriculture products. It will identify active women's groups that can be nurtured to establish agri-based micro/small/medium enterprises

In Output 2, the project will also demonstrate/promote adoption and utilization of solar water pumping (SWP) solutions in the agriculture sector with the aim of reducing vulnerabilities to climate change, increasing agricultural productivity and reducing GHG emissions. This will be done through awareness creation on SWP solutions, enhancing capacities of market actors to supply, install and maintain quality SWP solutions tailored to local conditions, and installing SWP solutions in select vulnerable communities. By doing so, the project will capacitate market actors to design, install and maintain solar water pumping systems; build trust between solar companies and groundwater drilling companies; create conditions for easy access to low-cost water storage/distribution technology and related information; and provide technical support to develop new business models and innovate SWP solutions.

UNDP seeks the services of a Service Provider to support the implementation of Output 1 related activities. The project activities will be implemented in Myingyan and Nyaung U townships which have about 130 villages and build on the achievements of the earlier project titled "Addressing Climate Change Risks on Water Resources and Food Security in the Dry Zone of Myanmar" funded by the Adaptation Fund, and Sustainable Enterprises and Agricultural Development (SEAD) Initiative co-funded by Ooredoo and UNDP. The primary reason for this is to ensure the impacts of interventions are substantive and not diluted by spreading them too thinly.

II. Scope of Work, Outputs and Deliverables

To be able to achieve the objective of the project, the following outputs are expected to be achieved - along with detailed tasks that will have to be undertaken by the Service Provider. In close consultation with UNDP, the Service Provider will undertake the following:

<u>OUTPUT 1:</u> Increased smallholder farm productivity through adoption of innovative agricultural technology and an improved value chain.

Activity Result M1.1: Extension services improved through the use of ICT enabled services and associated capacity development of extension agents and farmers in the Dry Zone.

- Provide update data of target village profile in two townships so as to use as baseline data for the project intervention. (The old data of target villages will be provided by the project.)
- Conduct a rapid needs assessment for extension services, current status of information dissemination mechanism digital-based agro advisories in the project villages and market linkage and market actors and alternative ecosystem actors (CSOs and private sector) who are in a position to substitute the services of local government actors in the two project townships, including identification of COVID-19 related impacts on delivery of extension services, and
- Based on the findings of rapid assessment, prepare training materials covering key aspects of climate-resilient agriculture practices to improve the production and enhance the value chain, improved seeds, fertilizer application, nutrient and pest management during planting, growing and harvesting stages of major crops and post harvesting techniques, storage and market linkage also customize these materials for dissemination through farmer field school approach and digital based interaction such as webinars, podcasts and short demonstration videos via YouTube and social media channels.
- Also develop training materials for climate-resilient livestock practices such as selection of improved breed, vaccination, artificial insemination, feeding system, folder growing, market linkage and access to livestock advisory through digital planforms.
- Setting up the disseminating mechanism to adhere to the demand and preference of local farmers ensuring the effectiveness of information dissemination and application at the farm-level to adhere with the current situation.
- Establish demonstration farms for both climate resilient agriculture and livestock practices by providing technical and logistical support to key stakeholder/farmers and those demonstration farms will be farmer field schools and training facilities for testing and verification of materials/inputs for advisories, as well as demonstration of climate-resilient agriculture practices during planting, growing and harvesting seasons as well as husbandry period.
- Organized ToT trainings for key farmers and farmer field school to disseminate the agro and livestock advisories related to climate-resilient agriculture and livestock practices to improve productivity and value chain. (At least 80% of village farmers will be able to participate the training events and 40% of participants will be women farmer.)
- Development of digital platform and provide technical inputs for development of a software for formulation of agro-advisories which is to be disseminated through mobile application for use by farmers/beneficiaries in decision-making and application at field level. Also take the administrator role to respond the questions on the technical issues that farmers are facing in their daily farming activities and update market information and weather forecast and early warning through digital platforms. Additional dissemination channels will include radio, podcasts, YouTube and webinars and the software should be compatible for these dissemination channels
- Prepare the SOP on how to access and interact digital platforms to access the agro advisory, market information and weather forecast for the farmers. During the training events, the session on accessing information and interaction on digital platforms will be undertaken.
- Organize workshops/exhibitions at township level to showcase agri-inputs and services provided by various entities as well as agricultural cooperatives so that farmers are able to understand better their products and business plans. The stakeholders for such interactions will also include financial institutions and input suppliers both within the private and government sector so they can interact with farmers and present the various agriculture specific credit and insurance schemes.

Activity Result M1.2: Aggregation capacities enhanced for realizing economies of scale and sustainable support for resilient agriculture.

- Conduct rapid assessment to identify impact of Covid-19 on value chain and economy of farmers in the target areas. The analysis should also examine agri-business value chain and propose recommendations for upgrading and modernizing traditional practices with use of modern technology and renewable energy to promote sustainable efficiency for resilient agriculture.
- In line with the findings of assessment, identify suitable MSMEs with emphasis on agro-based women led enterprises with large and growing local markets for facilitation of digital transformation of the MSME eco-system. Develop the selection criteria to identify potential entrepreneurs through meetings and surveys in villages and townships within the project area with a focus on women. The data and experience of recent UNDP Project in the target area will also be applied. Existing women's networks and self-help groups will be tapped where possible to facilitate this process.
- Identify resource persons and mentors for training potential entrepreneurs who will receive hands on training covering the entire life cycle of procurement, production, book-keeping and marketing from the mentors and resource persons. The training will emphasis for the agripreneurs, agri value chain and digital transformation of marketing and payment. The training events will cover the necessary concept and idea of Entrepreneurships as well as collection of market information via digital platforms. Those will be able to be applied in the local context and ground situation.
- The hands-on training will include both for startup and ongoing entrepreneurs in the first year. Mentoring programme for the outstanding participants and providing necessary information will be followed throughout the project period. All training participants shall be women and the number of participants will be at least 120. The indirect beneficiaries shall be at least 2,000. For the effectiveness of the training, the duration shall not be limited but not shorter than 5 days. After the training events, participants are expected to be able to prepare their business plan comprehensively.
- Organize refresher training for agri-based MSME training participants of recent UNDP Project in order to create agri-based sustainable business environment. (The data of former participants will be shared by the project team.)
- Assess the application level of knowledge and idea received from the training three months after the
 event every year throughout the project duration to make sure the progress, gaps and challenges to
 address effectively.
- Conduct a market survey to identify potential financing institutions including creditors and investors among banks, micro-finance institutions to access to finance encourage entrepreneurship with a focus on women owned and women led enterprises and input supplier as well as merchants in the market chain.
- Present the findings of the market survey to farmers and facilitate/establish exchange platforms
 where information/knowledge is shared between entrepreneurs and financial institutions and input
 suppliers to assist entrepreneurs in working out a suitable information and network for business startup following the training programme.

Expected Outputs and Deliverables

The following deliverables need to be provided during and at the end of the prescribed period of duration.

No.	Deliverable	Timelines	Payment
Outp	ut 01		

1	 Submission of detail work plan for assignment, monitoring framework with clear and realistic indicators 	10 days from the start of assignment	10%
2	 Submission on update data of target village profile in two townships so as to use as baseline data. Report on rapid needs assessment for extension services, current status of information dissemination mechanism digital-based agro advisories in current context. 	1.5 Months from the start of assignment	5%
3	 Based on the findings of rapid assessment, prepare training materials covering key aspects of climate-resilient agriculture practices to improve the production and enhance the value chain, and market linkage. Also develop training materials for climate-resilient livestock practices for climate resilient livestock practices and value chain. Setting up the disseminating mechanism to adhere to the demand and preference of local farmers at the farm-level to align with the current situation. 	02 Months from the start of assignment	5%
4	 Report for 1st year establishment of demonstration farms for both climate resilient agriculture and livestock practices by providing technical and logistical support to key stakeholder/farmers. Organized ToT trainings for key farmers and farmer field school to disseminate the agro and livestock advisories. Developed at least 10 advisories for farmers and livestock breeders and shared through digital platform 	4 Months from the start of assignment	10%
5	 Creating digital platform and Provide technical inputs for development of a software for formulation of agro-advisories which is to be disseminated through mobile application/digital platforms. Also take the administrator role to respond the questions on the technical issues that farmers are facing in their daily farming activities and update market information and weather forecast and early warning through digital platforms. Prepare the SOP on how to access and interact digital platform to access the agro advisory, market information and weather forecast for the farmers. Progress report on the digital platform 	05 Month from the start of assignment	5%
6	 Organize workshops/exhibitions at township level to showcase agri-inputs and services provided by various entities as well as agricultural cooperatives so that farmers are able to understand better their products and business plans. Developed at least 10 advisories for farmers and livestock breeders and shared through digital platform 	07 Month from the start of assignment	5%

	-	Developed at least two successful case studies from the implementation		
7	•	Based on the lessons learnt of previous year experience, revise and update the training materials for climate resilient agriculture and livestock practices.	9 Months from the start of assignment	5%
8	•	Report for 2 nd year establishment of demonstration farms for both climate resilient agriculture and livestock practices by providing technical and logistical support to key stakeholder/farmers. Organized ToT trainings for key farmers and farmer field school to disseminate the agro and livestock advisories related to climate-resilient agriculture and livestock practices to improve productivity and value chain.	14 Months from the start of assignment	10%
9		Based on the lessons learnt of previous year experience, revise and update the training materials for climate resilient agriculture and livestock practices. Report for 3 rd year establishment of demonstration farms for both climate resilient agriculture and livestock practices by providing technical and logistical support to key stakeholder/farmers. Organized ToT trainings for key farmers and farmer field school to disseminate the agro and livestock advisories related to climate-resilient agriculture and livestock practices to improve productivity and value chain. Technical Report on effectiveness of establishment of demon plots/farms, organizing trainings events for climate resilient agriculture and livestock practices. Developed at least two successful case studies from the implementation	23 Months from the start of assignment	10%
Outp	ut C			
10	•	Conduct rapid assessment to identify impact of Covid-19 on value chain and economy of farmers in the target areas. In line with the findings of assessment, identify suitable MSMEs with emphasis on agro-based women led enterprises with large and growing local markets for facilitation of digital transformation of the MSME eco-system and Develop the selection criteria to identify potential entrepreneurs through meetings and surveys.	06 Months from the start of assignment	5%
11	•	Identify resource persons and mentors for training potential entrepreneurs — who will receive hands on training. The training events will cover the necessary concept and idea of Entrepreneurships and digital platforms. Report on the completion of training that will include both for startup and ongoing entrepreneurs.	08 Months from the start of assignment	10%

	•	Report on refresher training for agri-based MSME training participants of recent UNDP Project in order to create agribased sustainable business environment.		
	•	Report on assessment on the application level of knowledge and idea from the training three months after the training events.	11 Months	
12	•	Conduct a market survey to identify potential financing institutions including creditors and investors among banks, micro-finance institutions to access to finance encourage entrepreneurship and input supplier as well as merchants in the market chain. Present the findings to the key farmers and entrepreneurs.	11 Months from the start of assignment	5%
	•	Based on the previous year experience on the assessment, revise and update type of MSME and the training material for women-led agri-based MSME Trainings.	13 Months	
13	•	Report on the completion of training that will include both for startup and ongoing entrepreneurs in the second year.	from the start of assignment	5%
	•	Developed two success stories from the MSME capacity building programme		
	•	Report on assessment on the application level of technique and idea from the training three months after the event.		
14	•	Report on mentoring programme of outstanding participants and their progress with success stories. (At least 25% of participants would be accessed to mentoring programme.)	17 Months from the start of assignment	5%
	•	Developed two success stories from the mentoring programme		
	•	Based on the previous year experience on the assessment, revise and update the types of MSME and the training material for women-led agri-based MSME Trainings.	22 Months	
15	•	Report on the completion of MSME refresher training for outstanding entrepreneurs.	from the start of assignment	5%
	•	Report on the effectiveness and challenges of agri-based MSME development along with the recommendations for further interventions.	J	

III. Institutional Arrangements

- The Service Provider will take full responsibility for the overall management of activities, and bear all substantive, operational, financial and monitoring responsibilities. The Service Provider will provide progress reports, as per agreed schedule, including detailed updates on implementation progress, results achieved, challenges, forward planning and financial delivery.
- The Service Provider shall work in close collaboration with the project managers/technical advisor who will provide day-to-day technical guidance and supervision of the tasks enlisted in the scope of work.
- A detail methodology and work plan, along with a schedule will be developed by the Service Provider in consultation with the project team.
- > The Service Provider is expected to provide monthly progress report including detailed update on implementation progress, results achieved, challenges, forward planning and financial delivery.
- Complete necessary handover arrangements of beneficiaries list at the end of the project.
- At the end of the assignment the Service Provider is expected to submit a comprehensive narrative and financial completion report including lessons learned, 1 month following the end of the assignment. UNDP and the Service Provider will agree on the specific monthly, quarterly and completion reporting formats.
- The Service Provider is also expected to provide updates and inputs to UNDP where these are needed to respond to corporate and external partners.
- ➤ UNDP, UNCDF and UNW will facilitate access to stakeholders and would support in the administrative and logistical preparation of visits and meetings.
- ➤ There is no additional provision to cover transportation, accommodation, and other administrative and logistics costs associated with the assignment. The service provider is expected to arrange those expenses within the limits of overall contact budget.
- The Service Provider will work closely with other service providers recruited under the Programme to ensure synergy of interventions
- ➤ The Service Provider will closely with the Project Manager, Economic Empowerment of Women and Youth in Myanmar
- The Service Provider will be expected to possess complete project management set up, including for administrative and operational matters. **UNDP will not provide any administrative support**.
- Maintain copies of original receipts for payments of goods, services, labor charges for auditing.

IV. Expected duration of the contract

The implementation period for this contract will be 24 months. The assignment will commence from 01 October 2021 to 30 September 2023.

V. Location of Work

The location of work for the assignment will be in Mandalay for initial briefing, and technical discussion. Field works, implementation and monitoring of progress will be carried out in Myingyan and Nyaung U Townships in Mandalay Region. The Service Provider is to have one area office in Nyaung U township.

VI. Qualifications of the Successful Service Provider at Various Levels

Education

Project Manager: Based in Nyaung U

- Bachelor's degree (preferably Master) in agriculture with 5 years of project management, work experience in experience on ICT and training in agriculture sector in Dry Zone of Myanmar
- Additional specialization experiences in project cycle management
- Work experience in dry zone areas.

Agriculture Specialist/Township Coordinator: (one each in Myingyan and Nyaung U townships)

- Bachelor's degree in agriculture with 3-5 years of experience in training and ICT in agricultural sector
- Professional experience in areas of dry land farming, seed multiplication, participatory demonstration plots, farmer field school, field days and ICT know-how
- Capacity to take responsibility for the overall management of activities and monitoring
- Leading roles in coordination meeting

MSME Specialist: Based in Nyaung U (Short term/not the whole period of Project)

- Bachelor's degree (Preferably Master) in economics, business administration or in any other related field
- Around 5-8 years of relevant work experience particularly in the ASEAN region with a demonstrated track record of successful engagement with the private sector and CSR
- Must be able to conduct effective entrepreneurship training
- Prior experience of working on the private sector in Myanmar would be an asset;
- Advanced IT skills, excellent analytical, report writing and presentation skills
- Fluency in written and spoken English and Myanmar.

Community facilitator: (one each in Myingyan and Nyaung U Townships)

- Bachelor's degree/Undergraduate (or any university degree)
- Good communication skills with township authority, technical line departments and NGOs/ CSOs in particular
- Evidence of community mobilization, implementation and monitoring project activities

IT Technician (1 Nos):

• A degree in ICT and web/application development

 Experience in mobile application/software development in the area of rural/agriculture development/agri-business, mobile banking, etc

Project Assistant (1 Nos):

- Min 5 years with Secondary Education/2 years with bachelor's degree of relevant experience in administration, finance and logistics is required with an international organization/INGO/NGO.
- Experience in the usage of computers and other software packages (MS Word, Excel, etc.) and knowledge of spreadsheet and database packages.

Experience

Organization:

- A minimum of 5 years of experience in managing, implementing, monitoring and conducting development activities related to agriculture and rural development
- Comparative experience working in various types of trails, seed multiplication, demonstration plots, pilot production and seed bank
- Good networks with township authorities, technical line departments, local organizations, Yezin Agriculture University, Department of Agricultural Research, Research Farms at townshipand district-levels.
- Capacity for conducting field-based trainings, ICT training in agriculture and livestock field, prepare manual/ brochure/ fact sheet in both practical and technical, disseminate information to target beneficiaries
- Work experience in Myanmar will be an advantage

Project Team:

- The project team should comprise, at minimum, Project Manager, Agriculture Specialist, Township Facilitators, ICT/Software Developer and other experienced field staff and operation staff (covering project cycle management, monitoring/ reporting, administration and finance).
- Project staff is experienced in related fields especially in managing ICT tools of agricultural and livestock sector
- Proven ability to work adeptly with broad range of stakeholders including government departments, civil society representatives, agricultural university, research farms, department of agricultural research (Yezin) and private dealers.
- Knowledge and experience of conflict sensitivity and gender, including mainstreaming tools.
- Strong monitoring and reporting competencies and experiences.
- Proven experience in project management.
- The project manager should contribute 100% of his/her time to this assignment. The monitoring and reporting officer and finance officer should contribute 25% or more of their time to this project. The CVs of the project manager, agricultural specialists, community facilitators

	 and ICT/Software developer (or equivalent of these positions) should be submitted, at minimum, as part of the proposal. The team should reflect a strong gender balance. Ability to be agile and resilient in execution, Able to find ways to keep delivering the programme with the continuous changes in circumstances since February 1st 2021 	
Language	The project team should have excellent oral and written skills in English with some team members with oral and written fluency in Myanmar.	
Others	 Operational presence in Myanmar and/or in the Dry Zone (preference will be given to those working in the Dry Zone), or demonstrated ability to start-up operations in the dry zone or demonstrated ability to undertake scope of works from remote locations. 	

See selection criteria below:

Criteria for Selecting the Best Offer

Summ	Summary of Technical Proposal Evaluation Forms	
1.	Bidder's qualification, capacity and experience	300
2.	Proposed Methodology, Approach and Implementation Plan	400
3.	Management Structure and Key Personnel	300
	Total	1000

Section 1. Bidder's qualification, capacity and experience		Points obtainable
1.1	Reputation of Organization and Staff/Credibility/Reliability with strong background in climate-resilient farming and resilient postharvest assessment, processing and storage systems	50
1.2	 General Organizational Capability which is likely to affect implementation Financial stability age/size of the firm strength of project management support project financing capacity project management controls respect for the principles of the United Nations 	70
1.3	Relevance of specialized knowledge and experience on similar engagements done in the region/country, preferably in dry zone of Myanmar	120

	Relevance of:	
	 Specialized Knowledge and experience on ICT and training in agriculture sector in Dry Zone of Myanmar (20 points) Experience or similar programme/ project in the implementation of similar projects, preferably in the dry zone of Myanmar (10 points for experience in similar project and 5 points for experience in dry zone and 5 points for each projects till 70 points) Work experience with UNDP/ major multilateral/ or bilateral programmes (30 points) 	
1.4	Quality assurance procedures and risk mitigation measures	30
1.5	Organizational Commitment to Sustainability -Organization is compliant with ISO 14001 or ISO 14064 or equivalent – 20 points -Organization is a member of the UN Global Compact -5 points -Organization demonstrates significant commitment to sustainability through some other means- 5 points, for example internal company policy documents on women empowerment, renewable energies or membership of trade institutions promoting such issues	30
	Total Section 1	300

Section	Section 2. Proposed Methodology, Approach and Implementation Plan	
2.1	To what degree does the Proposer understand the task?	30
2.2	Have the important aspects of the task been addressed in sufficient detail?	25
2.3	Are the different components of the project adequately weighted relative to one another?	20
2.4	Is the proposal based on a survey of the project environment and was this data input properly used in the preparation of the proposal?	55
2.5	Is the conceptual framework adopted appropriate for the task?	65
2.6	Is the scope of task well defined and does it correspond to the TOR?	120
2.7	Is the presentation clear and is the sequence of activities and the planning logical, realistic and promise efficient implementation to the project?	85
	Total Section 2	400

Casting 2. Management Churching and Kan Dansangal	Points
Section 3. Management Structure and Key Personnel	obtainable

3.1	Composition and structure of the team proposed. Are the proposed roles of the management and the team of key personnel suitable for the provision of the necessary services?		20
3.2	Qualifications of key personnel proposed		
3.2 a	Project Manager (CV required)		80
	- Bachelor's degree (preferably Master) in agriculture with 5 years of project management, work experience in experience on ICT and training in agriculture sector in Dry Zone of Myanmar	20	
	- Training experience, seed multiplication, demonstration plots, farmer field school, knowledge on local climatic scenario	30	
	- Professional Experience in the area of specialization	20	
	- Knowledge of the region and experience in the dry zone of Myanmar	10	
3.2 b	Agriculture Specialist/Township Coordinator (one for Myingyan & one for Nyaung U Tsps.) (CV required)		50
	- Bachelor's degree in agriculture with 3-5 years of experience in training and ICT in agricultural sector	10	
	- Familiarity with challenges in the project sites	10	
	- Professional experience in the area of dry land farming methods in local context	20	
	- Technical skills in the areas of dry land agricultural technical know-how	10	
3.2 c	MSME Specialist (Based in Nyaung U)		50
	-Bachelor's degree (preferably Master) in economics, business administration or in any other related field	10	
	-Around 5-8 years of relevant work experience with a demonstrated track record of successful engagement with the private sector and CSR	10	
	-Prior experience of working on the private sector in Myanmar would be an asset;	10	
	-Must be able to conduct effective entrepreneurship training	10	
	-Advanced IT skills, excellent analytical, report writing and presentation skills	10	
3.2 d	Township Facilitator / Community Facilitators 2 project sites		40
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	- With relevant experience and Familiarity with challenges in the project sites	10	
	- Good communication and personnel skills (with district/ township/ development organizations)	10	
	Evidence of community mobilization, implementation, monitoring project activities	10	
3.2 e	ICT/Software Developers (1 Nos)		30
	- A degree in ICT and web/application development	20	
	- Experience in mobile application/software development in the area	10	
	of rural/agriculture development/agri-business, mobile banking, etc		
3.2 f	Project Assistant (1 Nos):		30
	 Min 5 years with Secondary Education/2 years with bachelor's degree of relevant experience in administration, finance and logistics is required with an international organization/INGO/NGO. 	20	
	- Experience in the usage of computers and other software packages (MS Word, Excel, etc.) and knowledge of spreadsheet and database packages.	10	
	Total Section 3		300

Cleared by:

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Approved by:

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