



PROFESSIONAL VACANCY ANNOUNCEMENT

N. 1 Senior Technical Manager

Project “Supporting Livestock holders in North East Syria - Su.Li.N.E.S. - Phase 2”

Reference Code: Ref. n. 14/V/2024

Date of publication: 13/12/2024

Deadline for application: 31/12/2024

Position: Senior Technical Manager

Job Type: non-permanent contract

Duty station: Gaziantep (Turkey) - Beirut (Lebanon); short missions may be scheduled in Italy **at the CIHEAM Bari headquarters.**

Duration of assignment: following initial three-month probationary period and upon satisfactory performance report issued by the line Responsible, the assignment will be formalised for the entire project remaining duration. Contract renewal is based on the availability of funds and satisfactory performance. Duration of each contract cannot exceed 12 months period within the CIHEAM Bari administrative year.

Starting period: **At the end of the recruitment process.** CIHEAM Bari reserves the right to proceed with the candidate's appointment to the position only once the administrative and financial procedure for the allocation of the project funding have been completed, all necessary clearances have been obtained, and no objections have been raised by the competent authorities/institutions.

Project title: Su.Li.N.E.S. Phase II – Supporting Livestock holders in North East Syria

Donor: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

BACKGROUND

CIHEAM - Mediterranean Agronomic Institute of Bari (CIHEAM Bari) is an intergovernmental organisation engaged in higher education, vocational training, research and cooperation.

CIHEAM Bari intends to select a Senior Technical Manager in the frame of the Su.Li.N.E.S. project funded by GIZ (Development Agency of Germany). CIHEAM Bari, as executing body of this project, will be responsible for the development and coordination of all project activities, the preparation of the related documentation, the reports on the state of implementation of the initiative and the administrative management of the financial contribution, granted and managed under its regulations, rules, and provisions. The project will contribute to increase (systemic) resilience to food crises and climate change. Increasing livestock and agriculture production will herewith contribute to increase the farms' household income. This will contribute to achieving the improvement of the systemic resilience of local agri-food systems.

TERMS OF REFERENCE

Duty station: Turkey, Lebanon and Italy

Contract and Remuneration: salary, benefits and other conditions are offered under the CIHEAM Bari rules and regulations will be determined based on professional seniority, specific professional qualification and level of competence, considering the responsibilities and specific tasks that the successful candidate will be required to perform.

Project duration: 18 months.

Duration of the assignment: initial contract of 12 months – including a three-months *probationary period* – with the possibility of extension for the entire project duration, based on the availability of funds and satisfactory performance.

Expected starting period: once the administrative and financial procedure for the allocation of the project funding have been completed, all necessary clearances have been obtained, if any (with no objections by the competent authorities/institutions), work contract and related documents duly signed, insurance activated. Applicants are fully aware that the length of the period going from the appointment of successful candidate to the assumption of functions in the Country may vary according to several variables, not depending on CIHEAM Bari.

Line Manager: CIHEAM Bari Head of Cooperation Area.

1. KEY FUNCTIONS

The Expert in long mission senior will assist the Project Manager in the implementation of the Project activities. He will work under the supervision of the Project manager and CIHEAM Bari headquarters to perform the following tasks:

- Provide particular guidance to the project team for technical aspects and engage with the international experts;
- Provision of strategic and technical input in planning, implementing, and monitoring agricultural cooperation initiatives;
- Assist the Project Manager in ensuring alignment with international standards, local needs, and donor requirements;
- Ensure correct coordination between local authorities, project local technicians and beneficiaries in respect with the donor and CIHEAM Bari policies;
- Follow up with international expert in implementing scientific activities and reporting;
- Support and supervise the local technicians for the implementation of the project activities;

- Assist the Project Manager for the issues related with the tender processing of the purchasing of agriculture inputs to be distributed in Syria;
- Contribute to the collection and analysis of program data;
- Assist in the preparation of the periodical and final Technical reports;
- Liaising and maintaining good communication with project partners and other stakeholders;
- Monitor the implementation of the program's activities inside Syria;
- Monitor and evaluate project outcomes related to Scientific materials and capacity building;
- Organize workshops and meetings in accordance with the project work plan;
- Organize/ support the missions in Turkey and Lebanon of the CIHEAM Bari experts in short missions;
- Engage along with the project manager with the CIHEAM Bari management at HQ in Italy and with the donor;
- Accomplish any other task upon demand of the Project Manager or by CIHEAM Bari within his capacities and skills with regard to the position;
- Fulfil CIHEAM Bari administrative rules and financial regulation as well as ethical clauses;
- It is strictly forbidden for the selected persons, during his assignment, to travel inside Syria.

2. QUALIFICATIONS AND SKILLS REQUIRED

2.1 Essential requirements

Candidates will be considered eligible for selection based on the following essential requirements, to be fulfilled by the deadline for applications:

- University degree in agricultural sciences or veterinary sciences or environmental and natural sciences or similar subjects;
- Proven professional experience of at least 8 years working in international cooperation projects/programmes in the field of agriculture/rural development;
- Previous work experience in project management for development cooperation initiatives;
- Experience in planning and managing projects financed by the Italian Agency for Development Cooperation and/or International Organizations;
- Proficiency in the use of Microsoft Office programme (Word, Excel, Power point).

2.2 Languages

- Italian (C1 level: mandatory)
- English (C1 level required: mandatory)
- Knowledge of the Arabic language (desirable, but not mandatory requirement)

2.3 Personal skills and capacities

- Leadership skills: ability to guide and motivate team members;
- Communication skills: effective communication with team members, stakeholders, and donors;
- Organizational skills: strong organizational abilities to plan and execute tasks efficiently;
- Time management: efficiently managing project timelines and deadlines;
- Problem-solving skills: addressing challenges and finding solutions effectively;
- Adaptability: being flexible and able to adjust to changing project requirements or circumstances;
- Risk management: identifying and mitigating potential risks to project success;
- Budget management: managing project finances and resources effectively;

- Technical expertise: understanding the project domain and relevant tools or technologies;
- Team building: fostering a positive team environment and promoting collaboration;
- Deep knowledge and independent user in all programs in the Microsoft Office Suite.

2.4 Preferred requirements

- PhD in Agricultural Sciences or similar discipline;
- Scientific and technical expertise in agricultural sciences, agri-food technologies, and/or livestock management, production, animal welfare, and nutrition is considered an asset;
- Scientific publications in International Journals with impact factors are considered an asset;
- Previous work experience as project coordinator in development cooperation initiatives in Syria;
- In-depth knowledge of the techniques and methodologies for formulating, managing, and monitoring international cooperation projects (Project Cycle Management and Logical Framework approach; Theory of Change);
- Knowledge of international regulatory instruments on development aid, general and sectorial guidelines of European national donors as the Italian Agency for Development Cooperation, German Cooperation and/or International Organizations;
- Knowledge of Arabic language is considered an asset.

3. APPLICATION PROCEDURE

All interested applicants shall submit the application, duly dated, and signed, in pdf format, to the following email address: **cv@iamb.it**

The application deadline is **31/12/2024**. Applicants are requested to specify the following reference code in the email subject: **"Ref. n. 14/V/2024 "Application for Senior Technical Manager"**.

Applications without the above reference will be excluded from the selection.

The application shall include:

- Motivation letter in English (maximum 1 page, A4, Times New Roman, 12), duly signed.
- Curriculum vitae in English (Euro pass format) duly signed.
- Copy of valid passport.
- Statement *"Information about collecting, storing and processing Personal Data"*, duly signed for approval.

Qualified female applicants are encouraged to apply for this position as CIHEAM Bari aims to ensure an inclusive working environment and is committed to achieving a gender-balanced staff.

Applicants shall also provide a working telephone number and a valid e-mail address for communication purposes and shall timely inform CIHEAM Bari on any relevant changes after submitting their application.

Please note that only complete applications received within the deadline will be accepted and considered. Before submitting their application, candidates shall assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indication of whether they were full- or part-time shall be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the CV. With reference to the "Qualifications and Skills Required" section (2.2 Languages), it is highly recommended to specify the language proficiency level according to the Common European

Framework of Reference for Languages (CEFR). Upon request, candidates must provide supporting documentation clearly reporting the duration and nature of those experiences.

4. EXCLUSION FROM SELECTION PROCEDURES

Applications will not be considered if:

- they do not meet any of the essential eligibility requirements;
- they are received after the deadline reported in this announcement;
- the submitted documents are not duly signed;
- they are missing the necessary documents as required by the application procedure.

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari assesses the applications' eligibility regarding the presence of the essential requirements and the absence of causes for exclusion. Subsequently, CIHEAM Bari appoints a Commission, which meets the requirements for autonomy and impartiality. The Commission assesses the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and skills, as well as compliance with essential and preferential requirements as indicated in the documentation submitted by the candidate will be conducted according to the following parameters:

- Education – up to 10 points.
- Language skills – up to 10 points.
- Assessment of professional experience – up to 20 points.

5.2 Interview (Max 60 points)

Only candidates scoring at least 30 points under essential and preferred requirements will be shortlisted and invited for an interview.

The interview will be held remotely through video conferencing platforms, such as Skype or Zoom, and conducted in the languages indicated in the application call. It shall assess the applicant's knowledge and experience, ability to carry out the above tasks, the required language skills, and other necessary abilities to determine whether the candidate's profile aligns with the present position. The interview notice will be sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred within the interview process.

CIHEAM Bari will assess the candidate according to its rules and Regulations. Such assessment will be based on *intuitus personae* since these assignments fall within intellectual work performance.

The assignment will be formalised in accordance with CIHEAM Bari regulations after approval of the CV of the eligible candidate by the CIHEAM Bari Director.

An initial three-month probationary period will be granted, after which the appointment may be confirmed or withdrawn.

6. RESULTS OF THE SELECTION

The successful candidate is the applicant with the highest score in the total ranking and will be informed accordingly. In the event of withdrawal by the successful candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list – depending on financial resources availability.

In the event of equal scores, the youngest candidate will be preferred.

Please note that, **if selected**, the successful candidate shall provide the following documents:

- Scanned copy of a valid passport (at least 6 months).
- CIHEAM Bari health questionnaire, completed in every required field.
- Registration in the CIHEAM Bari CV Roster of Experts (<https://cviamb.iamb.it>)

Candidates should comply with the above points to avoid exclusion from the ranking list.

Due to essential service reasons, the successful candidate must take up service within one month from selection. In case availability is not granted, CIHEAM Bari reserves the right to appoint another candidate from the ranking list.

7. REMUNERATION

Remuneration and allowances are subject to CIHEAM Bari rules and regulations; in particular, salary will be set based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and specific tasks the successful candidate will be required to perform. Additional benefits are also subject to CIHEAM Bari rules and regulations and may be evaluated case by case.

As international intergovernmental organization, CIHEAM Bari cannot act as withholding agent. Consequently, a gross remuneration will be paid to the selected consultant in Euros including charges, social security and any additional tax charges.

CIHEAM Bari will evaluate and negotiate the costs associated with annual round-trip flights, accident/death insurance, and residence permit/long-term visa applications (where applicable, and subject to the host country's regulations and any relevant cooperation agreements).

Permanent and non-permanent staff are expected to adhere to the code of ethics and conduct of CIHEAM Bari that reflects the commitments to the Organization's core values.

8. PERSONAL DATA PROCESSING

Applicants are aware that submitting their application implies consensus to process and manage their personal data (including sensitive data). This data will be managed exclusively by CIHEAM Bari staff, who oversee storing and using the application file. CIHEAM Bari is committed to managing personal data in compliance with privacy obligations issued last 5 July 2019 ("*Information Security and Personal Data Protection Policy*"), based on EU Regulation 679/2016 – "*General Data Protection Regulation*" including subsequent amendments.

9. FINAL PROVISIONS

CIHEAM Bari reserves the right to proceed with the candidate appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed and following clearances and no objections received from the competent authorities/institutions. CIHEAM Bari may not go through the assignment procedure also for discretionary reasons. The position is not a permanent job within the CIHEAM Bari or the project itself and is subject to periodical monitoring. If force majeure obliges the consultant to return to Italy, the remuneration will be re-determined accordingly.