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## PROFESSIONAL VACANCY ANNOUNCEMENT

### N. 1 Expert (Agronomist) in long mission

*Project: "Scaling Up OliveCulture Value Chain and Promoting Climate-Resilient Rural Development in Pakistan"*

**Reference Code:** Ref. n.13/V/2025

**Date of publication:** 05/09/2025

**Deadline for application:** 22/09/2025

**Position:** International Expert (Agronomist) in a Long-Term mission

**Job Type:** Consultant (non-permanent contract)

**Duty station:** Islamabad, Pakistan with multiple missions across the whole of Pakistan.

**Duration of assignment:** initial contract of 6 months - including a three-month probation period with the possibility of extension for the entire project duration (20 months), based on the availability of funds and satisfactory performance.

**Starting period:** CIHEAM Bari reserves the right to proceed with the candidate's appointment to the position only after the administrative and financial procedure for the allocation of the project funding has been completed, following clearances, and no objections have been received from the competent authorities/institutions.

**Project title:** "Scaling Up OliveCulture Value Chain and Promoting Climate-Resilient Rural Development in Pakistan" – OliveCulture Scale-UP

## BACKGROUND

The Mediterranean Agronomic Institute of Bari (CIHEAM Bari) intends to select a Project Expert (Agronomist) for the project “Scaling Up OliveCulture Value Chain and Promoting Climate-Resilient Rural Development in Pakistan,” which is funded by the Italian Ministry of Foreign Affairs and International Cooperation through the Italian Agency for Development Cooperation. The new initiative builds on the successful implementation of the Olive Culture Project (2022-2024) by CIHEAM Bari, which created a national mechanism for developing Pakistan's Olive Value Chain. Supported by public and private stakeholders, “OliveCulture Scale-up” aims to address climate change impacts and other challenges by offering sustainable, tailored solutions to various beneficiaries. The initiative includes policy advocacy, strategic partnerships, nursery certification programs, climate mitigation strategies, and enhancing SOPs for food safety and quality. Ultimately, it seeks to optimise the Olive Value Chain, aiming for self-sufficiency and reduced public spending on edible oils, a significant import expense for Pakistan.

## TERMS OF REFERENCE

**Duty station:** Islamabad, with frequent missions throughout the country.

**Contract and Remuneration:** salary, benefits and other conditions 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:** 36 months (August 2024-July 2027)

**Duration:** The initial contract is 6 months, including a three-month probation period, with the possibility of an extension for the entire project duration, based on the availability of funds and satisfactory performance.

**Expected start of employment:** at the end of the recruitment process.

**Line Manager:** CIHEAM Bari Head of Cooperation Area.

### 1. KEY FUNCTIONS

During the performance of the assignment, the Expert (Agronomist) will constantly interface with the International Coordinator in Pakistan and/or with the authorised delegates, as well as with local institutional partners, to ensure:

- Draft and oversee the annual agronomic plan and management of the assigned activities to ensure timely and effective delivery of the expected outputs, outcomes and objectives.
- Follow up and monitor project's performance of the planned activities of the project partners; Check and monitor the outcomes of field missions of all consultants.
- Organise and conduct in-field training activities on olive value chain subject, including pruning, nutrition, irrigation, harvest and post-harvest.
- In coordination with the International Coordinator and Finance Officer to ensure that all procurement, service provider and consultancies procedures (internal and external) are following audit directives.
- Drafting of mid-term and final technical reports.
- Smooth implementation of all the planned activities.
- Organization of agronomic work in the field and at office in person and (if necessary) remotely, activating and coordinating national and international experts on a short-term mission. The International Project Coordinator will draw up the relevant Terms of Reference.
- Participate in periodic coordination meetings with local technical counterparts.
- Guarantee the safety standards in compliance with the policies in force at CIHEAM Bari for implementing activities.
- Interaction and coordination with the International Coordinator and CIHEAM Bari's Cooperation Area and with the regional office of CIHEAM Bari for all off-site and on-site fulfilments.
- Supervision of project's events and developing visibility, dissemination, and promotion material, in coordination with CIHEAM Bari's External Relations and Communication Office.
- Make sure to fulfil the CIHEAM Bari administrative and financial rules as well as its ethical clauses.

- In coordination with the International Coordinator, he will support the establishment of fruitfully relations with the local and Italian authorities on site (AICS headquarters, Embassy of Italy, local counterparts and stakeholders, Ministries).
- Participation in the six-monthly monitoring meetings that will be held at CIHEAM Bari headquarters in Italy.

## 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, Socioeconomics, Business Administration, Engineering, or a similar field.
- At least 5 years of proven professional experience in agriculture, rural development, or development cooperation initiatives.
- Proficiency in the use of Microsoft Office programme (Word, Excel, Power point).

### 2.2 Languages

- Italian (Mother Tongue or C2 level)
- English (B2 level required)

### 2.3 Personal skills and capacities

- Leadership skills: Ability to guide and motivate team members and farmers.
- Communication skills: Effective communication skills for interacting with team members, stakeholders, and donors.
- Organizational and Time management: Strong organizational abilities to plan and execute tasks efficiently, along with the ability to manage project timelines and deadlines effectively.
- Problem-solving and Adaptability: The capacity to address challenges and find effective solutions while remaining flexible to adjust to changing project requirements.
- Budget and Risk management: Skill in managing project finances and resources effectively while identifying and mitigating potential risks.
- Team building: Fostering a positive team environment and promoting collaboration.

### 2.4 Preferred requirements:

- Significant experience working in Pakistan, within the agricultural or environmental sectors.
- Knowledge of international regulatory instruments on development aid, general and sectorial guidelines of Italian cooperation management mechanism of programs funded by the Italian Agency for Development Cooperation.
- Scientific and technical knowledge of agricultural practices for olive growing.

## 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](mailto:cv@iamb.it)

The application deadline is **22/09/2025 at 23:59**

Applicants are requested to specify the following reference code in the email subject: **Ref. n. 13/V/2025 “Application for Expert (Agronomist) in long mission”**. 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 (Europass 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 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 email address for communications and timely notify CIHEAM Bari of any relevant change 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:

- lacking any of the essential eligibility requirements;
- received after the deadline;
- documents are not duly signed;
- lacking necessary documents as per the above 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 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. CONTRACT AND REMUNERATION**

Salary, allowances, and other conditions are subject to CIHEAM Bari rules and regulations; in particular, they 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.

Remuneration will be paid in Euros, including charges, social security, insurance, and any additional tax charges. Approved remuneration will not exceed similar position levels within other Intergovernmental Organisations. 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.