

## Team Leader - CSISA MEA

iDE is an international NGO with over 35 years of experience in designing and delivering market based anti-poverty programs in 11 countries. We are a world leader in making markets work for the poor as well as the longest established market development specialist NGO in Bangladesh. iDE believes that markets can be a powerful force for improving smallholder prosperity by creating income and livelihood opportunities for poor rural households. iDE Bangladesh currently has eight projects in Agricultural Markets, Water Sanitation and Hygiene (WASH) and Access to Finance with a focus on women's economic empowerment and climate-smart technologies.

iDE Bangladesh is looking for a qualified **Team Leader** for the Feed the Future Bangladesh Cereal Systems Initiatives for South Asia Mechanization Extension Activity (CSISA MEA). The Activity is a partnership between CIMMYT, iDE, and Georgia Tech, and is the second phase of the Cereal Systems Initiatives for South Asia - Mechanization and Irrigation (CSISA-MI) project. CSISA MEA's objective is to enhance agricultural resilience, productivity, and profitability by improving the competitiveness and effectiveness of agricultural machinery lead firms while generating business opportunities for collaboration with US manufacturing firms, technical institutions, and financial advisory companies. The Activity also focuses on developing an appropriately trained gender-inclusive workforce, with a special focus on linked support market actors and manufacturing micro, small, and medium-sized enterprises (MSMEs) in Bangladesh, as well as crisis-affected areas. CSISA MEA's activities will accelerate new business opportunities for domestic and US agricultural machinery manufacturers, suppliers, and light engineering firms in the Bangladesh agricultural machinery sector. The project applies cutting-edge research to analyze selected lead firms and their supply chains to determine critical areas for improvement, such as best manufacturing, management and governance, and sales and customer service practices and then provide, or facilitate access to, technical and business support. This is coupled with the professional development of skilled workforces with a focus on Bangladeshi women and youth. CSISA MEA places emphasis on medium to large enterprise-level actors and their supply chains that meet basic criteria of worker safety standards, experience in the market, and share a vision for transformation in the provision of agricultural equipment to the Bangladesh market. The Activity prioritizes MSME-level actors in the supply chain that are critical to service and maintenance of existing and new machinery utilized in the market, as well as machinery and spare parts import, manufacture, assembly, and/or sale.

The Team Leader will lead the implementation of CSISA MEA and provide the project with the overall vision, leadership, and guidance – internally with project staff and externally with the prime CIMMYT, the donor USAID, and private sector actors, the Government of Bangladesh, and other relevant stakeholders. Moreover, the Team Leader will assume principal responsibility for overall project management and technical operations to ensure that project tasks are completed and objectives are met. S/he will be responsible for the oversight of the field operations in Jashore, Bogura, and Cox's Bazar regions and for implementing the programmatic interventions of the Activity with the support of operations and programs teams and other support units, including finance and administration. S/he must be able to play a leadership role in project management and review project staff's performance. This will include taking part and directly engaging in crisis management, leading and managing projects (including communication) with donors and other partners.

The Team Leader will provide leadership to the technical team on the implementation of the project's overall private sector engagement strategy, including

- building and managing partnerships;
- improvement in the competitiveness of MSMEs in the light engineering sector;
- market-based initiatives aimed at improving access to finance and financial management by agricultural machinery lead firms and machinery manufacturing enterprises; and
- trade facilitation and investment promotion to attract international investment.

<b>Position</b>	Team Leader
<b>Number of Vacancies</b>	1
<b>Job Location</b>	Dhaka, Bangladesh
<b>Reporting Line</b>	Associate Director - Programs

<b>Key Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Provide strategic, operational, and financial leadership to the Activity</li> <li>• Function as a supervisor for the technical team staff</li> <li>• Provide technical leadership on the following areas ensuring that a market system approach is maintained and followed                             <ul style="list-style-type: none"> <li>○ Assembling/manufacturing/retailing/distribution of agricultural machinery by national and international agricultural machinery private companies</li> <li>○ Improvement in the competitiveness of MSMEs in the light engineering sector</li> <li>○ Access to financial products and services for key market actors in the value chain</li> <li>○ Trade facilitation and investment promotion to attract international firms</li> </ul> </li> <li>• Play a leading role in the delivery of project outcomes and expected results in accordance to project strategy, which provides a framework for rural economic and service market</li> <li>• Play an active role and coordinate with relevant technical units in planning and provide programmatic guidance for the project staff, partners, and other stakeholders according to project guidelines and donor requirements</li> <li>• Provide strategic direction and support field team, partners, and private sectors in operating project interventions as per plan and adopt relevant changes considering local situations</li> <li>• Monitor progress of field teams and provide regular updates to the senior management team and lead partner to deliver high quality and measurable outcomes</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Relevant post-graduate qualification preferably in business, economics, development studies, management, agriculture, and/or equivalent experience</li> </ul>

<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• At least 10 years of experience working in international development with a background in market systems</li> <li>• Proven leadership in the administration of similar activities with skills in strategic planning, management, supervision, and budgeting</li> <li>• Prior experience leading a USAID-funded project</li> <li>• Prior experience in the agricultural sector</li> <li>• Considerable understanding of light engineering, agricultural mechanization, and access to finance</li> <li>• Experience in value chain approaches to market development and sub-sector analysis</li> </ul>
<b>Management and Programmatic Skills</b>	<ul style="list-style-type: none"> <li>• Ability to responsibly manage funds, monitoring and team progress</li> <li>• Ability to plan and implemented iterative field level activities for market systems change</li> <li>• Understanding of the facilitative role of the market development approach</li> </ul>
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Undertake additional tasks subject to workload and skill sets such as photography, cross-project trainings and evaluations</li> <li>• Excellent interpersonal and leadership skills</li> <li>• Ability to work with various national and international team members and flexibility to adapt to different work conditions</li> <li>• Ability to interact and collaborate with a broad range of public and private sector and NGO partners</li> </ul>
<b>Physical and Language Skills</b>	<ul style="list-style-type: none"> <li>• Ability to travel and undertake fieldwork in rural contexts</li> <li>• Strong written and oral communication skills in English, including ability to present coherent and convincing messages to different audiences</li> <li>• Strong computer skills in Microsoft Office Suite, e-mail and the internet</li> <li>• Familiarity with internet-based software systems such as Google Apps</li> </ul>
<b>Other Information and Conditions</b>	<ul style="list-style-type: none"> <li>• The position would be the regular employment of iDE Bangladesh</li> <li>• The remuneration package, work days and deliverables might change based on negotiation with HR and iDE management</li> <li>• iDE reserves the right to terminate this agreement at any time with the consultation of the employee as per the HR policy</li> <li>• Ensure relevant mandates and the institutional Code of Conduct. As Team Leader under the operations directorate, it is the incumbent's duty and accountability to ensure the confidentiality of certain issues. The Team Leader must maintain full confidentiality for sharing information, documents and other issues with others.</li> </ul>

**Women are actively encouraged to apply.**

iDE provides a women-friendly work environment with flexible work arrangements, appropriate skill development opportunities, and good career development potential for high performing individuals.

Please submit your recent **CV (a maximum of three pages)** with a cover letter describing motivation to [bangladesh-jobs@ideglobal.org](mailto:bangladesh-jobs@ideglobal.org). The subject should be **Application for the position of Team Leader - CSISA MEA**.

Only shortlisted candidates will be contacted.

**Deadline: 7 January 2021 (4:30 PM Bangladesh Standard Time)**