



iDE

Consultant – Transition Management CSISA MEA

iDE is dedicated to creating income and livelihood opportunities for the rural poor. We were one of the first organizations to unlock the power of markets to fight poverty. iDE designs and delivers market-based solutions in agriculture and water, sanitation, and hygiene (WASH) in 11 countries across Asia, Africa, and Central America. We believe that entrepreneurs can be found everywhere and that through design and innovation, they can have the opportunity to build a better world for themselves, their families, and their communities. iDE Bangladesh is the oldest iDE country program having operated continuously since 1982.

We are currently seeking a Consultant with a focus on agricultural manufacturing to join 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.

To provide high level management and strategic leadership for the CSISA MEA Activity related to iDE components, iDE is seeking an Consultant - Transition Management for a period of 6 months.

Position	Consultant – Transition Management
Number of Vacancies	01
Job Location	Dhaka, with frequent travel to the field (60% Dhaka; 40% field; subject to prior approval)
Reporting Line	Director Programs
Duration	40 days (February to June)

The consultant will be primarily responsible for leading overall strategic management of activities related with this Activity including the recruitment, orientation and onboarding of the full time Team Leader.

Objectives of the assignment:

- Team management and leadership: In close collaboration with the overall Activity Team Leader (the Chief of Party), the consultant will lead and manage the iDE team within the consortia, including day to day operational support, performance management and mentorship/ guidance in achieving team results;
- Partner coordination and reporting: In collaboration with the Director Programs, the consultant will attend vital meetings, plan and prepare appropriate reports and provide inputs to and work collaboratively with the team for periodic report preparation.
- Transition management and support to incoming Team Leader: In partnership with the Director Programs and iDE HR team, the consultant will support the recruitment, onboarding and orientation/ training for the incoming Team Leader.

Key Responsibilities and Tasks

The key responsibilities of the Consultant – Transition Management will include the following

Team management and leadership	• Review team and unit wise performance against detailed implementation plan for the period - provide timely inputs and support where needed • Provide high-level strategic inputs and editing feedback to periodic internal and external reports • Plan, attend and engage in internal and external meetings within the consortia, providing vital strategic inputs as and when necessary. • Provide technical backstopping for Manufacturing System Activity
Transition management	• Collaborate with iDE HR team to plan, design and lead the recruitment process of the full time Team Leader • Provide inputs and insights on recruitment process to the Director Programs, enabling appropriate decision on recruitment • Support the HR team for contracting processes, as and when needed • Develop a transition plan, including orientation, partner visits, field visits and handover of interim TL responsibilities • Support the new Team Leader to identify key priority areas of immediate support and develop a revised work-plan for consultant phase out
Deliverables	• Periodic reports • Meeting notes and minutes • Updated DIP based on performance evaluation of team • Recruitment plan for Team Leader • Orientation and training plan for Team Leader - exit plan for consultant

Skills and Experience

Candidates are expected to have the following qualification, skills and experience, and to be comfortable with the following conditions.

Education	Master's degree or equivalent in Business, International Development, Economics, Public Policy, Agricultural Economics or other relevant field.
Work Experience	- At least 8 years of relevant professional experience in International Development, including experience in agriculture and private enterprise development. At least five years' experience in similar development contexts as Bangladesh preferred. - Demonstrated ability to successfully lead and manage challenging projects involving both public and private sector stakeholders. - Prior experience working in emerging markets and applying market systems and facilitative approaches.
Skills & willingness to travel	- High level of leadership, interpersonal, technical and analytical skills, including a demonstrated ability to interact effectively and collaboratively with a broad range of public and private sector counterparts and other key stakeholders. - Ability to communicate openly and to work constructively in a team - Excellent oral and written communication skills in English - Excellent computer literacy in Windows Office programs (especially Word and Excel); Familiarity with internet-based software systems such as Google Apps are of advantage - Excellent interpersonal skills and ability to interact constructively with a variety of stakeholders including rural households, local informal entrepreneurs, representatives of private sector companies and local Government representatives - Ability to work in a consortium environment, maintaining constructive relationships with colleagues from all partner organizations

Please email your application comprising a CV (max. 4 pages) to bangladesh@ideglobal.org and a cover letter. Your response should indicate clearly your anticipated daily consulting rate and potential start date for the assignment. Kindly use 'Application as Consultant – TM CSISA MEA' as subject line. Only short-listed candidates will be notified.

Women are actively encouraged to apply.

iDE provides a women friendly work environment with flexible work arrangements, appropriate skills development opportunities and good career development potential for high performing individuals. We are committed to creating a diverse environment and proud to be an equal opportunity employer. Employee selection and related decisions are made without regard to gender, race, age, disability, religion, national origin, color, or any other protected class.

Application Deadline: 27 January 2021 COB (4:30pm Bangladesh time)