

**POSITION DESCRIPTION (PD)**

**MILLENNIUM CHALLENGE ACCOUNT MOLDOVA (MCA-MOLDOVA)  
TRANSITION TO HIGHER VALUE AGRICULTURE (THVA) PROJECT**

**CENTRAL IRRIGATION SYSTEMS REHABILITATION ACTIVITY DIRECTOR (CISRAD)**  
*(Long Term Position)*

*Chisinau/Moldova  
March 2013*

## **1 MCA-Moldova Compact Background**

The Millennium Challenge Account (MCA) is an initiative of the United States of America (USA) to support policies and programs that advance a country's progress in achieving sustainable economic growth and poverty reduction. The Millennium Challenge Corporation (MCC) is a Federal Corporation tasked with managing and implementing development assistance provided globally by the USA. The key tenets of this assistance are the promotion of economic growth and elimination of extreme poverty.

Millennium Challenge Account Moldova (MCA Moldova) is a public entity established by the Moldovan Government to implement efficiently the Compact Agreement signed on January 24, 2010 with the Government of the United States of America, acting through the Millennium Challenge Corporation. The 2010-2015 Compact is a \$ 262 million grant provided for investments in transition to high value agriculture and improvement of road infrastructure in the Republic of Moldova in order to contribute to economic growth and poverty reduction

The goal of MCA Moldova is to provide assistance to the Moldovan Government through efficient implementation of the Compact according to the Agreement signed between the United States of America, acting through the Millennium Challenge Corporation, and the Moldovan Government. MCA Moldova is governed by the Moldovan law, MCC agreements etc.

More information about the Compact can be found at:

<http://mca.gov.md> and

<http://www.mcc.gov/pages/countries/overview/moldova>

## **2 Transition to High-Value Agriculture (THVA) Project Overview**

The objectives of the Transition to High Value Agriculture (THVA) Project are to: (i) increase rural incomes by stimulating growth in irrigated high value agriculture; and (ii) catalyze future investments in high value agriculture by establishing a successful and sustainable model of irrigation system and water resource management and a conducive institutional and policy environment for irrigated agriculture.

The THVA Project consists of four reinforcing and integrated activities that, when implemented together, address the key constraints facing Moldovan producers: lack of reliable water, lack of financing, lack of access to markets and technologies, and lack of know-how. The THVA Project will increase the ability and willingness of farmers to make the transition to higher value fruit and vegetable production. By addressing infrastructure and institutional/market constraints, the THVA Project will break the vicious cycle of poor water service, low water tariff revenue, underinvestment in irrigation system maintenance, and low investment by farmers in high value agriculture (resulting in low agricultural incomes). The THVA Project provides the first opportunity to pilot a set of institutional and management reforms, together with much needed infrastructure rehabilitation that will set the stage for future investment and enable Moldova to benefit from its natural comparative advantage in agriculture.

The THVA Project through its four activities will: (1) rehabilitate up to 11 irrigation systems covering a command area of up to approximately 15,500 hectares (CISRA); (2) provide technical assistance and capacity building to support legal transfer of management and operations of MCC-rehabilitated systems from the Government to Water User Associations (WUAs); improve water resource management, including establishment of a modern water

rights system; and, ensure the legal and institutional framework needed for private and/or donor investment in the irrigation sector (Irrigation Sector Reform Activity); (3) provide term financing and technical assistance to support high value agriculture-related investments by farmers and rural entrepreneurs (Access to Agricultural Finance Activity); and, (4) provide market development support and technical assistance and training to help producers and agribusinesses better access high value agriculture markets and support the shift to high value agriculture at the production and post-harvest level, and promote sustainable agricultural practices (Growing High Value Agriculture Sales Activity), the latter to be undertaken jointly with, and administered by, the United States Agency for International Development (USAID) as part of its Agricultural Competitiveness and Enterprise Development (ACED) program. A description of the CISRA is provided below.

## **2.1 Centralized Irrigation System Rehabilitation Activity**

Most of the GoM-owned irrigation infrastructure in Moldova requires rehabilitation to bring the systems back into working condition. MCC funding will be used to rehabilitate up to 11 central irrigation systems (CIS) to provide reliable water to farm operations in their command areas. The 11 systems eligible for rehabilitation are listed below, along with their respective system numbers as listed in the GoM proposal to MCC:

- |                            |                      |
|----------------------------|----------------------|
| 1. Chircani-Zirnesti (6-6) | 7. Lopatna (11-7)    |
| 2. Blindesti (3-2)         | 8. Cosnita (12-3)    |
| 3. Grozesti (3-6)          | 9. Criuleni (12-3)   |
| 4. Leova Sud (5-4)         | 10. Puhaceni (14-11) |
| 5. Cahul (6-9)             | 11. Roscani (14-13)  |
| 6. Jora de Jos (11-6)      |                      |

Specifically, in the above systems to be rehabilitated, MCC funding will support both construction activities and non-construction activities such as equipment reserves for WUAs; environmental and social mitigation; and other project management costs and technical assistance. A map indicating the location of these 11 systems is provided in the attachment of this PD.

## **3 Description of Assignment and Duration of Contract**

### **3.1 General Description and Scope**

The incumbent will act as Central Irrigation Systems Rehabilitation Activity Director (CISRAD), which is part of Transition to High Value Agriculture (THVA) Project of the compact program.

The CIS Rehabilitation Activity is targeting the rebuilding of up to 11 CIS that take water from Prut and Nistru rivers, with command area of approximately 15,500 hectares for the up to 11 systems. This will include the following sub-activities:

- a. Final CIS design and resettlement action plan (RAP) for up to 11 selected systems (to be procured and managed by MCA-Moldova);
- b. Procurement of construction works, RAP implementation, and construction supervision for up to 11 systems; and,
- c. Construction works, RAP implementation, and construction supervision (CS) for the contracted systems

The overall scope of assignment is to duly execute the tasks of MCA-Moldova's agenda pertaining to the CIS Rehabilitation Activity according to the compact; the Implementing Entity Agreement (IEA) between MCA-Moldova and Apele Moldovei (AM); and current working plans.

As CISRAD, the incumbent will be responsible for attaining the objectives listed in Section 3.2 below. He/she will work closely with contracted consulting firms including the Project Implementation Manager (PIM), Irrigation Sector Reform (ISR), Construction Supervision (CS), Detailed Design and RAP Consultant (DDRAPC) and construction works provider under the overall management of the THVA Project Director of MCA-Moldova.

### **3.2 Tasks**

The incumbent is expected to assume leadership of the CISRA and perform the following key tasks and all related sub-tasks:

1. Serve as Technical Contract Manager (TCM) for the CISRA (for DDRAPC, Works Contractors and Supervision Consultants), and liaise and coordinate with other THVA Project implementers to assure successful implementation of the Activity from final design through construction and construction closeout. Among other tasks, the TCM reviews reports from consultants on implementation progress and provides technical support to keep the Project on schedule;
2. Report to MCA THVA Project Director (THVAD) and coordinate closely with MCC Infrastructure Director on technical issues;
3. In coordination with the Procurement Agent, participate fully in CISRA related procurement processes, including drafting/revising technical Scopes of Work (SOWs) and Terms of Reference (TOR); performing quality assurance (QA) review of bidding documents before they are sent to MCC for approval; and providing input into the selection of Technical Evaluation Panels according to MCA-Moldova and MCC procedures. This shall include TOR and RFP preparations for CS and others as appropriate. Similarly, fully participate in the procurements of works contractors and construction supervisors, as appropriate;
4. Manage the technical aspects of construction works procurements including invitations for bids (IFBs);
5. Oversee preparation and execution of detailed implementation plans by the PIM, Detailed Design&RAP, Construction Supervision Consultants and Works Contractors;
6. Review comments and pre-cleared by the PIM deliverables submitted by consultants or contractors of MCA-Moldova for the CISRA, and help facilitate their timely approval and processing of associated payments;

7. Conduct frequent, effective field trips to the project sites, especially during construction, specifically as it pertains to outstanding problems, assuring that the stakeholders follow agreed plans to resolve such open problems. It is anticipated that during construction the CISRAD will spend as much as four (4) days per week traveling to and visiting project sites;
8. Identify needs for additional specialized support and/or consultations and in coordination with the Procurement Agent, oversee the most effective procurement of such services;
9. In coordination with the Procurement Director and Legal Advisor, review any claims from the consultants and contractors with respect to time extensions or extra payments, and in general with respect to the consultants/contractors' conformance and compliance with their contractual obligations;
10. Identify risks and quantify them in term of schedule delays and disbursement, obligation and procurement impacts, and develop specific risk mitigation strategies.
11. Assist MCA-Moldova Executive Director and the THVAD in preparing progress reports and disbursement requests to MCC related to the CISRA;
12. Liaise with MCC Infrastructure and their Independent Engineer (IE) consultants when on oversight missions in Moldova and they request information;
13. Ensure a timely and effective exchange of information between CIS Rehabilitation Activity stakeholders to achieve and maintain efficient, transparent and timely project implementation processes;
14. From time to time perform other tasks and responsibilities related to the CISRA as requested by the THVAD and/or the Executive Director. Such responsibilities may include (but not limited to) participation in the other management functions of MCA-Moldova such as administration and finance, procurement, monitoring and evaluation, environmental and social assessment, outreach, information and communication, human resources development, and issues of a legal nature.

#### **4 Qualification and Experience**

- At a minimum the applicant shall have a university degree in engineering (civil, agricultural, or water), or other related fields. However, applicants with other non-engineering degrees that have significant experience (at least 7 years) in management of large scale infrastructure projects will also be considered;
- It is preferred that the applicant shall also have a post graduate degree, or training, in a related field such as in water engineering, water resource management, or another field related to management of construction projects;
- At a minimum, the applicant shall have five (5) years of progressive relevant professional experience, which may include management of construction and/or construction supervision. It is preferred that the applicant have management experience

of irrigation/water supply rehabilitation program/s with technical, procurement, and financial similarities to the CISRA including several simultaneous works contracts;

- Preferred relevant experience should include related procurement, design, construction, construction supervision, construction management, cost estimating, etc;
- Ability to develop, build, and maintain productive relationships with a broad range of stakeholders in the public and private sectors of Moldova, including, but not limited to, government officials, private sector partners, farmers, NGOs, and IFIs;
- Strong people and interpersonal skills;
- Strong analytical and report writing skills;
- Demonstrated excellent oral and written communications skills in Romanian; and good written and oral communication skill in English. Additionally, Russian capability will be considered a plus;
- Demonstrated ability to work effectively with multidisciplinary, socially and ethnically diverse teams and stakeholders;
- Demonstrated professionalism, good judgment, and flexibility to work as necessary outside normal work hours to meet deadlines and needs of the position;
- Responsible and flexible attitude and capacity to manage multiple tasks in different areas without supervision;
- Strong computer skills with MS Office 2007 are required. Skills in MS Project 2007 are preferred, and AutoCAD familiarity will be a plus;
- Working experience with water sector institutions in Moldova is preferred;
- Experience in working with international financial institutions (IFIs) and/or other donor organizations in the irrigation or water supply sector is preferred.

**The applicant also must:**

- Be a citizen of the Republic of Moldova, or a resident of the Republic of Moldova holding an appropriate work permit. However, qualified non-residents of the Republic of Moldova are also encouraged to apply. Assistance in obtaining a work permit will be provided if needed;
- Be of outstanding character and integrity;
- Be free of all conflicts of interest and committed to protecting the integrity of the program.

**Remuneration:**

The salary offered for this position will be commensurate with the successful candidate's experience, and is expected to be within competitive range of similar director or sector lead positions for local hires of International Financial Institutions (IFIs) in Moldova.

## **Instructions for Submission of Applications**

*To be considered, applicants must submit the following information:*

- 1) Cover letter (maximum three pages) addressing applicant's ability to perform duties and responsibilities as stated in the position description above.
- 2) Curriculum Vitae, not to exceed five (5) pages, showing at a minimum, the applicant's educational background including degree(s) obtained professional experience in reverse chronological order, language proficiency, and any other relevant professional information. When describing professional experience in managing relevant large scale infrastructure projects, an applicant should list the project names and dates, total project cost, applicant's specific roles and responsibilities, and the name and contact information for applicant's supervisor (telephone and e-mail).
- 3) Names and contact information (telephone number(s) and email address) of three professional references in addition to anyone already listed in Item (2) above. Please clearly state the relationship of the professional reference to the applicant (e.g., supervisor, former colleague, other).
- 4) Deadline for receipt of the aforementioned information is **April 10, 2013 at 17:00** in Chisinau, Moldova. Complete application packages must be expedited to either:

Mail to: 21, N. Iorga street, MD-2012;  
Chisinau, Republic of Moldova;  
phone no.: +373 22 85 22 99;  
fax: +373 22 85 22 94;  
e-mail: [office@mca.gov.md](mailto:office@mca.gov.md)

- 5) An email application should specify the position name for which you are applying in the subject line of the email message. The application materials should be submitted as attachments in PDF format.
- 6) If the applications are sent by mail, the application package must be sent in an A4 envelope that is marked with a reference. This reference can include the name of the applicant or any other single reference chosen by the applicant. Applications submitted by fax will not be accepted.
- 7) The cover letter and curriculum vitae must be submitted in English.
- 8) Short-listed applicants will be contacted for interviews. Questions and/or phone inquiries from applicants prior to formation of the short-list will not be accepted.
- 9) MCA-Moldova reserves the right to contact applicant's listed references and any other relevant references that may aid MCA-Moldova in evaluating the applicant's qualification and suitability for the position.

## Map of 11 Central Irrigation Systems selected for Rehabilitation

