Summary

This is a field coordinator position on a study of the impact of improvements to roads and investment in agriculture in rural Mozambique. This position will be contracted as a Short Term Consultant (STC) to the World Bank. STCs may bill a maximum of 150 days per year.

The ideal candidate for this position:

- Has strong written and oral communication skills in both English and Portuguese
- A person who has completed a masters degree in economics or related discipline and has a strong interest in research; or a person who did very well in an undergraduate program in economics or related discipline and who has relevant work experience.
- Has a demonstrated interest in agriculture, gender, and Africa
- Is able to work independently, and as part of a team.
- Is well organized, detail-oriented, able to prioritize, and manage multiple tasks simultaneously with minimal supervision.

The STC will be based in Maputo, Mozambique, and may need to travel extensively around rural Tete as project needs require. Given that we are not able to accurately predict when field work will take place, the STC must be willing to live for a period of time in Tete, Mozambique. The start date for this position is April 15, 2015.

The World Bank Africa Region Gender Innovation Lab (GIL) is leading this impact evaluation. Maintained by the Africa Region Gender Practice in partnership with other World Bank units, donors, NGOs and researchers across the globe, GIL carries out rigorous impact evaluations for initiatives with an explicit or implicit gender perspective. GIL’s approach is based on research that builds evidence to determine what works and what does not.

Background

The Integrated Growth Poles Project is a US$100 million investment lending flagship operation under the World Bank’s new Country Partnership Strategy (CPS, 2012-2015) for Mozambique. It is anchored within the Government of Mozambique’s strategy for inclusive and broad-based growth. The Project is expected to contribute towards supporting two of the three main pillars of the Government’s Plano de Acção de Redução de Pobreza (PARP, 2011-14) i.e. increasing agricultural production/productivity and employment through targeted interventions to strengthen the dynamism of the private sector to drive economic growth and accelerate job creation. Project Implementation is being led by a Project Coordination Unit (PCU) based within the Ministry of Planning and Development (MPD), in coordination with other government agencies.

Rigorous impact evaluation has been incorporated as an integral part of the Project, in response to stakeholders’ interest in not only taking stock of and reviewing the Project’s achievements, but also in better understanding the overall impact of growth pole projects. The impact evaluation will determine whether Project interventions are impacting key outcomes. It will also help identify the underlying mechanisms and constraints affecting how specific growth pole interventions are functioning. The key interventions to be carried out under the Integrated Growth Poles project include:

- Improving roads in areas with high agricultural potential;
• Supporting private sector initiatives to work with small-holder farmers to increase their productivity and access to buyers for their agricultural output.

There is a general lack of understanding of which types of investments and support are most effective in supporting farmers in increasing their productivity and output, and which investments can be effective alone, as compared to those that are only effective when done in combination with other investments. The impact evaluation is intended to help fill these knowledge gaps.

The impact evaluation will focus on the overall impact of the project. It will also measure the independent impact of specific interventions nested within the project, such as the impact of the improved roads and linkages with medium- and large- commercial enterprises on smallholder farmers’ use of inputs, productivity, output, and profits. The impact evaluations will also include a special gender focus, capturing impacts not just at the household level, but on men and on women, and on gender equality within smallholder households.

The World Bank’s Africa Gender Innovation Lab is leading the impact evaluation.

Scope of Work

The Consultant will be supervised by the World Bank Africa Region Gender Innovation Lab, and will work in cooperation with all the entities and individuals involved with the Project, including the government and the Trade and Competitiveness Global Practice at the World Bank.

The Consultant’s main work will include providing day to day supervision and management of the impact evaluation’s fieldwork, with responsibility for making sure that every part of the impact evaluation is carried out according to the study design and protocols. This work will also involve serving as a communication channel between the project and research teams, and helping to keep both pieces fitting together well. Other tasks include (i) help preparing data collection and survey instruments and protocols for the study, (ii) cleaning and analyzing study data, and (iii) collecting and analyzing qualitative data from households targeted by the Project in order to better understand the expected channels through which the Project will affect final outcomes.

Effective Cooperation

• Provide daily coordination between the impact evaluation team and the Project Implementation team, ensuring that concerns are effectively communicated between parties, flagging emerging issues that may be of potential concern to one or both parties, and in general ensuring that effective and productive collaboration is maintained.

• Work closely with Fundo de Estradas, the Innovation and Demonstration Catalytic Fund (IDCF) Fund Manager, and IDCF subprojects to ensure that subproject design and roll-out accommodate, to the extent possible, the impact evaluation. Identify which IDCF subprojects will form part of the impact evaluations.

• Help ensure that all Project implementation activities are in accordance with the impact evaluation design, i.e., in a way that supports and does not damage the impact evaluation.

• For the IDCF subprojects that form part of the impact evaluation, work with those subprojects on recruitment, targeting, and selection of beneficiary smallholders. Help ensure that targets are met on time, and that all is done in accordance with the study design. And help ensure that benefits are rolled out only to the smallholders selected through the impact evaluation team’s randomized selection.

• Ensure that the impact evaluation is on track to provide the project with the impact evaluation data needed to complete the Results Framework.

• Organize meetings with those responsible for potentially relevant existing data collection systems at the national, provincial, and local levels, so as to not create any unnecessary duplication of efforts, to
take advantage of existing questionnaires that have already been developed, and to provide support and capacity building for these systems and efforts, especially where objectives overlap.

- Work as a team with the M&E Specialist and the I&E Specialist, providing cross-support for each other as time and responsibilities allow.
- Cooperate effectively with all Project implementation agencies and co-workers, as well as national, provincial, and local government officials, and any other stakeholders or external collaborators.

**Baseline, Midline, and Endline Survey Design and Data Collection Management**

- With impact evaluation team, help create baseline, midline, and endline survey instruments;
- Design data collection instruments and protocols; recruit, hire and supervise consultants to collect and enter data; and compile and analyze the data. Oversee and monitor data collection and survey field work, including planning, logistics, hiring, and training. For each data collection effort, ensure data quality, integrity of analysis, and adherence to budget.
- Conduct qualitative research to inform research design, which will involve focus group discussions with local populations targeted by the Project;
- Run pilot survey exercises, provide feedback on field operations and survey instruments, and make and monitor improvements;
- Provide quality control for collected data through data cleaning and analysis.
- Provide close, on-site supervision of data collection, while surveys are ongoing.

**Report Writing and Analysis**

- Keep both the rest of the impact evaluation team and relevant members of the Project implementation team routinely updated on activities, concerns, and decisions that need to be made. Provide routine updates of his/her activities, plans, and any observations or emerging findings that may be of importance to the Project’s implementation to the PCU Manager and the rest of the impact evaluation team.
- Communicate regularly with relevant members of the PCU and impact evaluation leadership on matters including finance and logistics.
- Write up reports on findings from qualitative investigations on particular matters.
- Write reports with feedback and analysis of how the Project seem to be working.
- Write reports with feedback and analysis of how the survey instruments seem to be working.
- Assist in the analysis of the survey data, and the writing of project reports and policy memos.
- Review monitoring reports, analyze them, and help identify the causes of potential bottlenecks in project implementation.

**Resource Management and Supervision**

- Prepare a budget for and track and oversee expenditures for all activities and expenses related to impact evaluation, monitoring compliance of expenditures with budget.
- Prepare and produce Terms of Reference for individuals and firms hired to support the impact evaluation activities; ensure that qualified individuals and firms are selected; and supervise those hired to ensure that work is carried out in accordance with specifications and plans.

**Capacity Building**

- As needed, organize and conduct capacity-building and training workshops to support and strengthen the Project’s M&E, including with data collection consultants, external partners involved in data collection, primary stakeholders and the various partner organizations involved in implementing the Project.
- Organize (and provide) refresher training in M&E and impact evaluation for project and implementing partner staff, local organizations and primary stakeholders, in line with the Project’s objectives.
• Collaborate with staff and implementing partners on qualitative monitoring to provide relevant information for ongoing evaluation of project activities, effects and impacts.

Qualifications and experience

Required
• Master’s degree in economics or related discipline.
• Strong oral and written communications skills in English and Portuguese.
• Ability to work independently, and as part of a team.
• Well organized, detail-oriented, able to prioritize, and manage multiple tasks simultaneously with minimal supervision.
• Experience in data management, econometrics, and programming in STATA.
• Willingness to undertake regular and extended field visits and interact with different stakeholders.

Preferred
• Previous significant experience with data collection and analysis, including:
  o Both in designing original data collection protocols, and in collecting original data.
  o In collecting and analyzing both quantitative and qualitative data.
  o Working with large survey questionnaires and quantitative data sets.
• At least two years of project management experience. Extensive experience supervising, designing, and implementing data collection and/or field work activities, and managing teams of field workers.
• Demonstrated ability to manage collaborations between multiple organizations and stakeholders.
• Previous work experience in Africa or developing countries.
• Experience working on and demonstrated interest in gender issues, and the agricultural sector.
• Interest in pursuing a career in research, non-profit management, or public policy.
• Strong understanding of causal chains, logical frameworks, and theories of change.

Contract type, time allocation, and application deadline

The field coordinator will work as a short-term consultant for up to 50 days between April 15, 2015 and June 30, 2015. Depending on performance, the consultant will be renewed for another 150 days from July 1, 2015 to June 30, 2016. The Consultant will report to and be supervised by Joao Montalvao on a day-to-day basis and the impact evaluation Task Team Leader, Francisco Campos. Applicants should submit a motivation letter together with the CV to Rachel Dawn Coleman (rcoleman1@worldbank.org). The application deadline is March 17, 2015.