



**REPUBLIC OF GHANA**  
**MINISTRY OF FOOD AND AGRICULTURE**  
**WEST AFRICA FOOD SYSTEM RESILIENCE PROJECT (FSRP) – GHANA**  
**Phase 2 of a Multiphase Programmatic Approach**  
**Project No.: P178132**

**REQUEST FOR EXPRESSION OF INTEREST**

**CONSULTANT SERVICES – INDIVIDUAL CONSULTANT SELECTION**

**CONSULTANCY SERVICES FOR THE UPDATE OF NATIONAL IRRIGATION  
POLICY AND DEVELOPMENT OF FIVE-YEAR STRATEGIC PLAN/ROADMAP FOR  
GIDA (2025-2029)**

**Reference No.: GH-FSRP PHASE 2-429799-CS-INDV**

**INTRODUCTION**

1. The Government of Ghana (GoG) has received funding from the World Bank to implement the second phase of a multi-programmatic approach for the West Africa Food System Resilience Program (FSRP2) across the major food baskets of Ghana. The second phase includes Ghana, Sierra Leone and Chad and three regional partners, (ECOWAS<sup>1</sup>, CILSS<sup>2</sup> and CORAF<sup>3</sup>).
2. The development objective of the FSRP2 is to increase preparedness against food insecurity and improve the resilience of food systems in Ghana. The Food System Resilience Project is organized around five core distinct but interrelated components to help achieve the objectives of the project. The project components include:
3. The project is structured under five components as follows.
  - Component 1: Digital Advisory Services for Agriculture and Food Crisis Prevention and Management
  - Component 2: Sustainability and Adaptive Capacity of the Food System's Productive Base
  - Component 3: Regional Food Market Integration and Trade
  - Component 4: Contingent Emergency Response Component – CERC
  - Component 5: Project Management

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<sup>1</sup> ECOWAS – Economic Community of West African States

<sup>2</sup> CILSS – Comité permanent inter-Etat de lutte contre la sécheresse au Sahel (translated as Permanent Inter-State Committee for Drought Control in the Sahel). CILSS invests in research for food and nutritional security and fight against the effects of desertification and climate change in the Sahel and West Africa.

<sup>3</sup> CORAF – Conference de responsable Recherche Agronomique Africain (West & Central Africa Council for Agriculture Research and Development). CORAF is responsible for improved efficiency and effectiveness of smallholder producers and to promote agribusiness sector.

4. The Ministry of Food and Agriculture (MoFA) is the government agency responsible for the implementation of the project, together with technical partners such as Research Institutions, Ministries, Departments and Agencies (MDAs) as well as Private Sector organisations.

## **OBJECTIVE OF THE CONSULTANCY ASSIGNMENT**

5. The main objective of the consultancy is to develop a comprehensive National Irrigation Policy and a Strategic Plan for GIDA, under MOFA for a 5-year period (2025 – 2029).
6. Specific objectives are as follows:
  - 6.2 Review, analyse evolving needs of Ghana in irrigation, and prepare new National Irrigation Policy for MOFA. This should be based on National Irrigation Policy document prepared in 2019 and reflect current trends in irrigation development and management including modernization, commercialization, the concept of Scheme Management Entities (SMEs), Environmental and Social Risk Management (ESRM) and Water Users Associations (WUAs). The review should also cover the intended role of GIDA acting as a regulator, appropriateness of GIDA's core functions and organizational capacity.
  - 6.3 Prepare a Strategic Plan (2025 – 2029) for GIDA, under MOFA. This should consider the previous GIDA Strategic Plan (2016-2020) and prepare a new 5-Year Strategic Plan for GIDA for the period 2025-2029, taking into account the need to transform GIDA from its current state into a more effective State-Owned Enterprise (SOE). This should include an investment roadmap, identification of partners, identification of scale of investments, geospatial planning elements, etc.

## **SCOPE OF THE ASSIGNMENT**

7. The assignment is in two parts with a view towards significant expansion and modernization of irrigation in Ghana. The first part is the development of the National Irrigation Policy based on the one first prepared in 2012 and subsequently revised in 2019. The second part of the assignment is the preparation of a Strategic Plan for GIDA covering a 5-year period of 2025 to 2029.
8. The consultant will therefore work closely with GIDA Management and Technical team, MOFA, FSRP and other stakeholders such as WUAs, WRC, etc. The assignment will entail the following, among others:
9. **Develop New National Irrigation Policy**
  - i) Undertake a review the 2012 and 2019 editions of the National Irrigation Policy to understand the context of development of both documents and identify the significant changes between both documents.
  - ii) Conduct an extensive desk review of all relevant reports, technical papers, among others to understand the current trends of irrigation development and management from the global, African, and national context, as well as assess the potential impacts of climate change and vulnerabilities on irrigation in Ghana.
  - iii) Evaluate the existing draft National Irrigation Policy (2019 edition) to identify gaps in relation to the current trends in irrigation development and management including the regulatory role of GIDA, modernization, commercialization, the concept of Scheme Management Entities (SMEs), Environmental and Social Risk Management (ESRM) and Water Users Associations (WUAs), and private sector participation.

- iv) Conduct stakeholder engagements of all relevant stakeholders including GIDA technical staff, MoFA, MOF, WUAs, Service Providers (i.e., contractors, suppliers, etc.), large-scale/commercial and smallholder farmers, Hydrological Services Directorate (HSD), academic and research institutions, regulatory bodies like Water Resources Commission (WRC), Environmental Protection Agency (EPA), and other private sector players, Development Partners to gather information on their perspectives on the direction for irrigation development and management in Ghana.
- v) Create a new policy based on outcomes of desk reviews and engagement with stakeholders, and experience in (iv) above.
- vi) Assess the current resources and capacities, identify potential new sources for resources, required to implement the revised policy both at institutional and national levels and make recommendations on requisite investments and management decisions.
- vii) Prepare implementation plan and relevant documents required for submission and approval of revised National Irrigation Policy.

#### **10. Development of Strategic Plan for GIDA (2025-2029)**

- i) Assess or evaluate the implementation of the strategic plan for 2016 -2020 in order to identify the gaps in attaining the objectives in the restructuring and modernization of GIDA.
- ii) Assess existing challenges within the irrigation sub-sector as outlined in the new irrigation policy for consideration into this strategic plan.
- iii) Formulate strategies and solutions which are aligned to existing relevant policy documents to address these gaps. These should include an investment roadmap, organizational capacity needs, potential partners, regulatory needs, geospatial planning elements, etc.
- iv) Prepare an implementation plan with budget and timelines, and specific Key Performance Indicators (KPIs) to facilitate monitoring. Develop a results framework to guide evaluation of the Strategic Plan
- v) Develop a human resource plan for assessing all categories of staff for training sufficiency.

#### **CONSULTANT'S QUALIFICATION**

- 11. The Assignment will be conducted by an Individual Consultant, to be assisted by three (3) associates. It is expected that the assignment will require the following key personnel:

<b>Job Title</b>	<b>Qualification/ Role/Function</b>
<b>Lead Consultant</b> (The Individual Consultant)	<ul style="list-style-type: none"> <li>a. Masters degree in irrigation, water resources engineering and management, agricultural economics, economic policy or related fields.</li> <li>b. A senior consultant with a minimum of 10 years of demonstrable work experience in policy development and management.</li> <li>c. Experience in irrigation and drainage in Ghana or other developing countries.</li> <li>d. Experience in facilitating similar stakeholder-related assignments</li> <li>e. At least ten years' experience in policy reforms and institutional strengthening/development or other related field with five years' experience in programme planning and management.</li> <li>f. Experience in organizational or institutional restructuring.</li> <li>g. Experience in working with a National Irrigation Agency</li> <li>h. Experience in developing organizational vision and mission statements, including design of institutional re-branding.</li> <li>i. Knowledge of Ghanaian public sector reform administration procedures</li> <li>j. Experience in communication, interpersonal and writing skills and fluency in English.</li> </ul>
<b>Organizational Development Expert</b>	<ul style="list-style-type: none"> <li>a. Master's degree in business administration, agriculture economics, agribusiness, economic policy or related fields.</li> <li>b. At least 8 years' experience (post qualification) in business management, agriculture, agribusiness, economic policy development and reforms, etc.</li> <li>c. At least 8 years' experience in policy reforms and institutional strengthening/development or other related field with five years' experience in programme planning and management.</li> <li>d. Experience in organizational or institutional restructuring.</li> <li>e. Experience in working with a National Irrigation Agency.</li> <li>f. Experience in developing organizational vision and mission statements, including design of institutional re-branding.</li> </ul>

<b>Job Title</b>	<b>Qualification/ Role/Function</b>
<b>Social &amp; Environment Specialist</b>	<ul style="list-style-type: none"> <li>a. Master's Degree in sociology, environmental management and policy or related fields</li> <li>b. At least 10 years' experience (post qualification) in social risk management, environmental risk management, stakeholder consultations especially farmer engagements, socio-economic development, etc.</li> <li>a. At least 5 years' experience in policy reforms and institutional strengthening/development or other related field with five years' experience in programme planning and management.</li> <li>b. Experience in organizational or institutional restructuring.</li> <li>c. Experience in working with a National Irrigation Agency.</li> </ul> <p>Experience in developing organizational vision and mission statements, including design of institutional re-branding.</p>
<b>GIS Expert</b>	<ul style="list-style-type: none"> <li>a. A Master's degree in Geomatic Engineering, Geographic Information System (GIS), Geography or related fields</li> <li>b. At least 3 years' experience in GIS and geospatial mapping and analysis including assessing and processing digital geographic images and data</li> <li>c. Knowledge and experience in irrigation and drainage, agriculture or water related development projects</li> </ul>

## 10. REQUEST FOR EOI APPLICATIONS

10.1 The Ministry of Food and Agriculture through FSRP now invites eligible Individual Consultant, to indicate their interest in providing the services described above. Interested Consultants should provide information demonstrating they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria on which the evaluation of EOI will be based are as follows:

<b>CRITERION</b>	<b>SUB-CRITERIA</b>	<b>MAX. PTS.</b>
<b>Qualification</b>	A Master's degree in irrigation, water resources engineering and management, agricultural economics, economic policy or related fields.	15
	Professional membership	
	<b>Sub-total</b>	<b>15</b>
<b>General Experience</b>	Number of assignments in the last Ten (10) years (20 marks)	20
	<b>Sub-total</b>	<b>20</b>
<b>Specific Experience</b>	Number of similar assignments with donor agencies in last five years.  Experience in working with a National Irrigation Agency.  Experience in developing organizational vision and mission statements, including design of institutional re-branding.  At least 10 years' experience (post qualification) in social risk management, environmental risk management, stakeholder consultations especially farmer engagements, socio-economic development, etc.  (65 marks)	65
	<b>Sub-total</b>	<b>65</b>
	<b>TOTAL SCORE</b>	<b>100</b>

11. A shortlist of individual Consultant will be compiled and selected in accordance with the Individual Consultant Selection (INDV) Method procedures specified in the World Bank Procurement Regulations for IPF Borrowers, (Fifth Edition, September 2023) and is open to all eligible bidders as defined in the Procurement Guidelines.
12. Further information can be obtained at the address below during office hours i.e. 0900 to 1700 hours.
13. Expressions of interest (with copies of curriculum vitae, certificates and other relevant documentation) must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by 15.00 GMT, **20th June 2024**.

**The Project Coordinator,  
West Africa Food Systems Resilience Project (FSRP)  
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**14. Closing Time & Date: 3.00 p.m. on or before 20th June 2024**

For further information please contact:  
THE PROCUREMENT SPECIALIST  
FOOD SYSTEM RESILIENCE PROJECT (FSRP)  
MINISTRY OF FOOD AND AGRICULTURE (MOFA)  
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*Location: MOFA Projects Block, Behind the Government Secretarial School, Cantonment in the Vicinity of Morning Star School, Cantonment, Accra, Ghana.*