



TERMS OF REFERENCE

RECRUITMENT OF THE PROJECT TEMPORARY COMMUNITY MOBILIZER ASSISTANTS (05 PERSONS) FOR GABIRO AGRIBUSINESS HUB PROJECT, LOCATED IN NYAGATARE DISTRICT.



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1. INTRODUCTION

These terms of Reference, (ToRs) set out the scope of work for the Project Temporary Community Mobilizer Assistants (05 persons), to operate under the supervision of the Project Community Mobilizer of the Gabiro Agribusiness Hub Ltd, a parastatal company, whose shares belong to the GoR and Netafim Israel. The project located in Nyagatare district aims at setting up a modern hub for both intensive agriculture and animal resource husbandry, using the innovative technologies of irrigation to increase the production of high-value commodities, and demonstrating advanced technics in intensified milk production, while attracting private investments in the agriculture sector and transforming community livelihoods by raising substantially income from the small scale farm.

The project is now at the completion phase for developing irrigation infrastructures and therefore expects to proceed with the signing of land lease agreements for the landowners with lands located in the command area of the project in Karangazi and Rwimiyaga Sectors of Nyagatare district.

2. BACKGROUND

Rwanda is highly reliant on agriculture, with arable land estimated to be 48 % of the total area of 26,338 km². About 80 % of rural households rely directly or indirectly on agriculture for their livelihoods. Rwanda's severe land scarcity limits further agricultural land expansion. The country hits annually an average of 7% of national economic growth, whereas the agriculture sector has a significant contribution. Records indicate that the sector has seen a tremendous increase in production in the last decade, doubling the production from 2000 to 2016.

The Government of Rwanda in its Vision 2020 policy document identifies agriculture as an important vehicle for economic growth, and the National Strategy for Transformation (NST-1) prioritizes export promotion in parallel with increased agriculture and livestock quality, productivity, and production. Agriculture is one of the seven priority sectors identified in the NST-1 to drive economic growth, job creation, poverty reduction, and social well-being of Rwandans. Commercializing agricultural products is considered key to achieving the national development objectives and Rwanda's Strategic Plan for Agriculture Transformation Phase 4 (PSTA 4, 2018-2024) which stipulates a strong focus on farm profitability and private sector investment. This includes sizeable investments in efficient and sustainable irrigation with ambitious plans to increase the irrigated areas from 52,170 ha to 102,000 ha by 2024.

The agricultural sector has witnessed an impressive improvement in productivity over the past decade, including substantial growth in staple food crops, particularly cereals, roots, and tubers, and high-value crop commodities dominated by vegetables and fruits exported on the international market. Land use consolidation and input provision through the Crop Intensification Program (CIP, launched in 2007) are reported to be the main contributors to smallholder productivity gains, translating into continuously improving food production and availability in Rwanda. Subsequently, irrigation is seen as a prominent solution to the adverse effects of climate change, which cause variability of rainfalls in space and intensity.

The Ministry of Agriculture and Animal Resources (MINAGRI) commissioned an Irrigation Master Plan in 2010, which identified 598,711 ha of potential irrigation areas utilizing various land types



and water sources, including rivers, lakes, dams, and groundwater resources. Only 8.7 % of this potential has been successfully developed to date, covering a total of 52,178ha.

On the other hand, agriculture in Rwanda suffers from the adverse effects of climate change that result from the variability of rainfalls in intensity and duration. Among the others, include long-lasting droughts that significantly decrease seasonal yield production, mostly in the Eastern and Southern parts of the Country. These two regions are also known, not only because they receive fewer precipitations in comparison to the national annual average, but also as the home of many Rwandans translated into market demands and offering suitable slopes for improved mechanization practices.

However, Eastern province remains a potential area for food production with gentle landscapes, enormous water resources stored in natural lakes, and notably is located downstream of the main and large drainage system of the Nile basin known as river Akagera. Improved irrigation technologies constitute therefore a sustainable required solution to boost agriculture production for both food security, creation of on& off-farm jobs, and commodity export promotion in Rwanda.

3. CALL FOR PROJECT TEMPORARY COMMUNITY MOBILIZER ASSISTANTS (05 PERSONS) UNDER GABIRO AGRIBUSINESS HUB LTD

Gabiro Agribusiness Hub project shall collect signatures on land lease agreements with the landowners from February to March 2023. The project needs to check and update the list of landowners and their respective land sizes regarding data provided by regional and district land bureaus/ offices. The project will produce a draft report showing the followings information for each UPI located in the project command area:

- (a) Names of landowners,
- (b) UPI,
- (c) Location of land (Village, Cell, Sector, and District),
- (d) Total land area size per UPI,
- (e) Land area, size of land to be leased for investment purposes, and size of land to be used in community block.

After producing a report of the landowners with full information on the project land, the project community mobilization team will fill in the required information in lease agreements and assist with printing and filling before calling the beneficiaries for signings.

After signing of land lease agreements, the project will proceed with the payment of land lease fees to the landowners, resettlement of the families from the command area, and then start the implementation of the investor's contracts to use the leased lands in their investment activities.

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GAH Ltd is therefore hiring 05 interested temporary employees, to support community mobilization in preparations and signing of land lease agreements and payment of lease fees to the landowners in the command area of 5,600 Ha and about 1500 UPIs.

(f) MAIN OBJECTIVE OF THE CALL FOR TEMPORAL EMPLOYEES

The objective is to perform the role of assisting community mobilization staff in preparations and collecting signatures on land lease agreements and payment of lease fees to the landowners in the command area of 5,600 Ha and around 1,500 UPIs for the Gabiro Agro Commercial Farm Project located in Nyagatare District, of Eastern province. The required temporary community mobilization assistants shall be responsible for closely checking and updating the list of landowners located in the command area of the project command area with their respective land area information (total land size, land purchased by the project to allocate the public infrastructure like the canal, road, cut-off drains, etc.); produce a final list to use for the signing exercise of lease agreements, assist in filling, signing of the lease agreement, payment of land lease fees and reporting.

(g) SCOPE OF THE WORK

The Community Mobilization Assistants shall stand in the interest of GAH Ltd, and provide any guidance that may be required and requested by the management of GAH Ltd to speed up the process of land lease agreement signing and payment of lease fees. The work assignments will be mostly conducted at Nyagatare district, Karangazi, and Rwimiyaga Sectors and Kigali GAH Ltd head office in case required and authorized by the managing Director of GAH Ltd.

The Community Mobilization Assistants to be recruited shall perform the assigned responsibilities, but not limited to the following:

- Checking and updating the list of landowners located in the command area of the project command area with their respective land area information (total land size, land purchased by the project to allocate the public infrastructure like the canal, road, cut-off drains, etc.),
- Producing a final list to use for the signing of lease agreements,
- Assist in the filling, printing, and signing of the lease agreement, payment of land lease fees,
- Reporting on land lease status, issues, and lessons learned,
- Prepare payment sheets for the finance unit
- Assuming other responsibilities related to the project community mobilization as may be requested by the supervising authority.

(h) REQUIREMENTS

The Community Mobilization Assistants

- Should hold at least a degree in finance, social studies, development studies, construction, property valuation, and agriculture-related fields.



- Must have experience in community mobilization, field data collection, checking, and reporting.
- Must have a deeper understanding of the Community and rural financing,
- Perform Land use data analysis and management using GIS,
- Must have proven track records of successful similar community mobilization assignments;
- Must demonstrate integrity, fairness, and ethical standards in his/her professional carrier,
- Demonstrates professional competence, conscientiousness, and efficiency in meeting commitments, observing deadlines, and achieving results.
- Display cultural, gender, nationality, religion, and age sensitivity and adaptability.
- Have excellent analytical, communication, and facilitation skills,
- Have the ability in conflict management that may arise from the community,
- Have good command in the use of advanced computer applications in GIS, MS Excel, and MS Word,
- Be ready to bring and use a computer laptop with genuine MS office
- Fluency in English and Kinyarwanda for both report writing and speaking is necessary.

(i) JOB RESPONSIBILITIES

- Checking and updating the list of landowners located in the command area of the project command area with their respective land area information (total land size, land purchased by the project to allocate the public infrastructure like the canal, road, cut-off drains, etc.);
- Producing a final list to use for the signing of lease agreements,
- Assist in the filling, printing, and signing of the lease agreement, payment of land lease fees,
- Reporting on land lease status, issues, and lessons learned,
- Assuming other responsibilities related to the project community mobilization as may be requested by the supervising authority.
- Prepare payment sheets for the finance unit

(j) REQUIREMENT FOR REPORTS

All the reports produced by the temporary community mobilization assistants shall be verified and approved by the project community mobilizer officer and submitted to GAH Ltd for filling. The



temporary community mobilization assistants shall not reproduce them or give them to any third party without the consent and written approval of GAH Ltd.

(k) PERIOD OF SERVICE

The estimated total time of service is **45 days**, not renewable.

(l) PAYMENT MODALITY

GAH Ltd shall pay the temporary community mobilization assistants **after 30 days and 45 days**, upon submission and approval of the technical report by the company community mobilization officer.

(j) APPLICATION PROCEDURE

The applicant is expected to provide the followings:

- Application letter
- Filled application form

Interested applicants shall submit their application online using GAH Ltd email: info@gah.rw and copy to gabiroagrihub@gmail.com no later than 18th February 2023, at 5:00 pm.

Names of shortlisted candidates and other related communication shall be posted on the GAH Ltd website.

(k) END

Done at Kigali, 13th February 2023

A handwritten signature in blue ink, appearing to read 'Hanson Micomyiza', is written over a circular blue stamp.



Hanson MICOMYIZA
Managing Director