



Department of Agriculture  
**PHILIPPINE RURAL DEVELOPMENT PROJECT**  
National Project Coordination Office  
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Enabling Communities. Expanding Opportunities.

**TERMS OF REFERENCE**  
**Organizational Development Specialist**  
**(Project Support Office Level)**

**Rationale/Background**

The Philippine Rural Development Project (PRDP) is designed to contribute to achieving the national goals of inclusive growth, job creation and poverty reduction. It builds on existing policy frameworks, principles and lessons learned from past programs of the Department of Agriculture (DA). The PRDP was initially a six-year initiative (2013-2018), until its extension until 2022 to continue its objectives to increase the productivity of farms and fisheries and improve the incomes of people from sixteen (16) target regions of the country. The project seeks to achieve this objective by improving farmers' and other industry players' accessibility to a strategic network of infrastructure, market information and support services. Specific investments and interventions are to be implemented under four central components of the project, namely: 1) Local Planning (IPLAN); 2) Infrastructure Development (I-BUILD); 3) Enterprise Development (I-REAP); and 4) Project Support (I-SUPPORT).

The PRDP was granted a Second Additional Financing (AF2) supplemented by the European Union's (EU) co-financing grant of EUR 18.3 million through a standalone, country-specific, co-financing trust fund for the PRDP. This is part of the EU's "Mindanao Peace and Development Programme - RISE Mindanao" which is EU's peace and development cooperation support for Mindanao, amounting to EUR 35.5 million. The grant will provide incentives for Mindanao local government units (LGUs) belonging to 4th to 6th class categories, LGUs and peoples organizations in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), and conflict affected areas, and indigenous peoples' (IPs) organizations in Mindanao to participate in PRDP. The participation of LGUs in the BARMM, where capacity has been the lowest, will be particularly encouraged and provided with technical assistance.

Moreover, the AF2 design has been adapted to respond to the effects of the coronavirus outbreak of 2019 which was later declared as a global pandemic and will expand the PRDP's benefits and impacts in many ways. It was re-aligned with the DA's Ahon Lahat, Pagkain Sapat (ALPAS) Kontra COVID-19 (Survive, Reboot, Grow) Program, which focuses on food security and sustainability. It places particular emphasis on investments that directly support the government's COVID-19 recovery plan by strengthening agriculture value and supply chains, making food more widely available and affordable, and creating job opportunities along the value chains. It will further scale up to the development of enterprise, improvement of science-based subproject planning and implementation, strengthening capacity and project oversight, and supporting the expansion and mainstreaming of institutional and governance reforms across DA units and agencies, other National Government Agencies (NGAs), and LGUs at the provincial, municipal, and barangay (village) levels.

The AF2 also expands the inclusiveness of PRDP by supporting more LGUs in Mindanao that experience poverty and conflict. The EU Grant will provide incentives for Mindanao LGUs with higher poverty incidences, such as 4th-6th-class LGUs, lower capacity, more conflict-affected areas, and larger population of IP to participate in PRDP. The BARMM LGUs, where capacity has been the lowest, will be particularly encouraged to participate and will be provided with

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technical assistance (TA). The project will continue to work with the BARMM's Ministry of Agriculture, Fisheries and Agrarian Reform (MAFAR), which has been the PRDP's implementing institution under the former Autonomous Region in Muslim Mindanao.

The implementation of the I-REAP component, and the PRDP as a whole, involves several institutional partners at the regional, provincial, municipal and barangay levels. It also involves local communities, households, people's organizations, non-government organizations, private sector, academic institutions and other civil society sectors.

I-REAP activities can be categorized into two sub-components namely; Rural Agri fishery Enterprise and Productivity Enhancement; and Technology and Information for Enterprise and Market Development. This component will support the development, implementation and sustainability of agricultural, livestock or fishery-based entrepreneurial activities, based on the analysis priority commodity value chains being supported under the Regional Agricultural Fisheries and Modernization Plans (RAFMPs) and as reflected in the Provincial Commodity Investment Plans (PCIPs). It will engage broad sections of the sector in the production of marketable surplus through vertical clustering, joint business planning and investments by proponent groups engaged in rural agri-fishery enterprises.

### **Scope of Assignment**

Through I-REAP, PRDP will engage broad sections of the sector in the production of marketable surplus through investments in strategic segments of priority commodity value chains prioritized under the Regional Agricultural Fisheries and Modernization Plans (RAFMP) and the Provincial Commodity Investment Plans (PCIPs). The PLGUs will be supported in building their capacities to identify and invest in enterprises and support services needed to develop priority value chains and a more market-oriented agriculture and fishery sector in their areas. Complementing this, community entrepreneurial activities would be supported to help producer groups raise in incomes through better linkages and access to markets. IREAP component will contribute in increasing farmers' income and marketable surplus in the agri-fishery sector is to strengthen and develop value agri-fishery based enterprises through efficient value chains of key agricultural and fishery products in targeted program areas.

The main role of the Organizational Development Specialist (ODS) is to assist the Enterprise Development Component Head in providing technical assistance in conducting social preparation activities to prepare the PRDP project beneficiaries to encourage them to support and provide commitment to the sustainable implementation of PRDP supported enterprises.

### **Duties and Responsibilities**

The Organizational Development Specialist shall report directly to the I-REAP Component Head. Specifically, the ODS shall:

- a. Conduct social preparation assessment, organizational capacity needs assessment, gap analysis and develop social preparation action plans or activities to prepare the PG and the community in implementing PRDP enterprise subproject;
- b. Conduct training and capability building activities to RPCOs and LGUs in conducting assessments and of identified proponent groups and identify areas for development of the community-based organizations/ producer groups interested to participate in the project;
- c. Conduct social risk assessment and conflict mapping and assessment especially in

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- d. Facilitate establishment of clusters and provide tailored advise on Institutional strengthening of this clusters;
- e. Participate in the technical review of business plans, capacity building plan, risk assessment and management plan and business continuity plan of PRDP supported enterprise; and
- f. Perform other duties that may be required from time to time.

**Required Education and Qualifications:**

**B. Education, Training and Relevant Experience:**

- Bachelor's degree in social work, sociology, anthropology, community development, development studies, social science and other related disciplines, preferably with Master's degree or units in the above fields.
- With minimum 40 hrs. of accumulated relevant training related to formation, organizational assessment, organizational development and management, and community organizing. Training on community-based disaster risk reduction management, community-based resource management, social enterprise development and management, and conflict sensitivity and peace building preferred.
- At least three (3) years of progressive work experience in community organizing, organizational development of community-based organizations in community-driven development projects, preferably in a position involving coaching/mentoring and provision of technical assistance to producer groups.

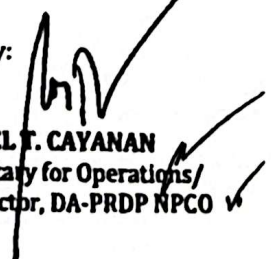
**B. Knowledge, Competencies and Skills**

- Demonstrated experience and track record in organizational development and change management
- Strong analytical skills
- Solid track record in monitoring and evaluation
- Excellent facilitation and consensus-building skills
- Process and result oriented person
- Consulting experience with networks and with networks restructuring
- Fluency in English (oral and written)

Prepared by:

  
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