



CALL FOR APPLICATIONS FOR THE POST OF
MARKET ACCESS EXPERT/TEAM LEADER

The Common Market for Eastern and Southern Africa (COMESA) is seeking candidates for project position for the Regional Enterprise Competitiveness and Access to Markets Programme (RECAMP) under the 11 European Development Fund (EDF).

JOB TITLE : Market Access Expert/Team Leader
DUTY STATION : COMESA Secretariat, Lusaka, Zambia
DURATION OF ASSIGNMENT : Two (2) Calendar years, with possibility of renewal
REMUNERATION : EUR 7,000 per Month, ALL INCLUSIVE

I. PROJECT BACKGROUND

The Common Market for Eastern and Southern Africa (COMESA) Secretariat and the European Union (EU) have signed a Grant contribution agreement worth EUR 8.8M for the Regional Enterprise Competitiveness and Access to Markets Programme (RECAMP).

The RECAMP is a four (4) year programme that aims at contributing to increased private sector participation in regional and global value chains. The Programme Overall objective is to contribute to the deepening of regional economic integration in the COMESA region through enhancing the competitiveness of the private sector with the Specific objective to increase private sector participation in sustainable regional and global value chains by increasing access to markets and improving business and investment climate.

The program integrates two key result areas which will be implemented with two sub result areas each as follows:

- Result 1: **Competitiveness and market access of MSMEs and other firms in the targeted value chains/sectors are sustainably enhanced.**
- Sub result 1.1: Market access and business linkages in the targeted sectors are enhanced.
- Sub result 1.2: Capacities of beneficiary firms related to SPS and regional standards and quality management are improved.
- Result 2: **Business environment is improved for MSMEs and other firms in the selected value chains.**
- Sub result 2.1: Regional public-private dialogue platforms are supported and enhanced aimed at promoting business opportunities.
- Sub result 2.2: Regional policies in favour of value chains development are further developed and mainstreamed in national policies.

The action will prioritize the following three value chain sectors: agro processing, horticulture, and leather and leather products, with agro processing focusing on maize, livestock (fish, dairy, poultry, meat and related products) and agro-inputs particularly quality seeds.

The beneficiaries of the RECAMP will primarily be the Member States of COMESA, and particularly the private sector businesses with focus on Micro, Small and Medium Enterprises (MSMEs), including MSMEs' youth and women entrepreneurs.

The policy measures to be taken and major operations foreseen include i) support private sector particularly Micro, small and medium enterprises to enhance their productivity through interventions at various stages of value chains and facilitating business linkages and market access; ii) to enhance the business and investment environment in the region by influencing the implementation of regional and national regulatory frameworks and policies that create a favorable environment for business.

It is expected that at the end of the programme, the impact will be that MSMEs productive/innovation capacity and competitiveness will be enhanced and that the business environment will be improved in the COMESA region, where women and youth will also be active participants and beneficiaries of enterprise development.

II. SPECIFIC TASKS/KEY RESPONSIBILITIES

Under the overall guidance of the Assistant Secretary General (Programmes), and direct supervision of the Director for Industry and Agriculture Division, the Market Access Expert and Team Leader will be responsible for providing technical direction to the project implementation.

The specific responsibilities include:

1. Develop/update the project annual work plans and annual reports in line with the Contribution Agreement;
2. Provide technical leadership to the project implementation and contribute to the development /adjustments of the project implementation strategy as and when necessary;
3. Monitor and report on the project implementation and performance following the project's logical framework and advise on adaptation or adjustments where and when necessary; reports should highlight clearly the achievements (as per indicators) and any challenges faced and what mitigation measures were undertaken.
4. Working in collaboration with the EDF Programme Manager, ensure coordination of the RECAMP implementation with other divisions such as Trade and Gender & Social Affairs, ongoing related programmes including COMESA Trade Facilitation, Cross-border Trade and Sanitary and Phytosanitary (SPS) programmes, and with other COMESA Institutions involved in the implementation of the RECAMP, including the Regional Investment Agency (RIA), the Federation of the National Associations of Women in Business in Eastern and Southern Africa (FEMCOM), COMESA Business Council (CBC), ACTESA and African Leather and Leather Products Institute (ALLPI) and the project Technical Partners; and

5. Support private sector linkages across the value chains to increase access to the regional and international markets by carrying out, among others, the following tasks:
 - (a) Undertake assessments of the capacities of selected MSMEs in targeted value chains, market linkages and market access trends, constraints, and potential to meet demands of regional and international markets;
 - (b) Develop, implement and document market facilitation strategies to foster MSMEs and lead firms' linkages and enhance access to the regional and international market opportunities; This would entail conducting research to identify potential players (buyers and sellers) to facilitate these linkages.
 - (c) Provide and coordinate technical assistance to MSMEs in targeted value chains to enhance their competitiveness and integration in the regional and international markets;
 - (d) Facilitate events to support direct business linkages, including trade shows and expos, inward buyer missions, Business-to-Business (B2B) events, and other forums;
 - (e) Develop policy position papers for public-private sector dialogues to inform policy and regulation reforms and implementation to enhance regional market access and business in targeted value chains; This will be done through organizing and facilitating discussions on agribusiness trade and investment-related policy issues involving representatives of the private and public sector, with a view to reach consensus on improved policies;
 - (f) Ensure documentation and dissemination of best practices and lessons learned from the project implementation;
 - (g) Facilitate project formulation by member states for submission under the Technical Assistance Facility (TAF). This is complemented by regular provision of accurate project information to member states to enable them informed decisions.
 - (h) Ensure coordination of activities with other cooperating partner both at regional and national to avoid duplication and ensure complementarity of activities
 - (i) Carry out ICV activities in line with the agreed ICV plan, and
6. Carry out any other duties which may be allocated by the Supervisor.

III. ACADEMIC REQUIREMENTS

Master's degree in Agricultural Economics, Business, Economics, Marketing, or other relevant fields.

IV. PROFESSIONAL REQUIREMENTS

1. At least 10 years of experience in implementing interventions for market systems development, and market facilitation for regional and international markets, trade, and export development;

2. Demonstrated experience in the design and implementation of MSMEs market access interventions, buyer-led approaches, and in integrating women and youth-owned MSMEs into market access and market development across value chains;
3. Proven experience in development and implementation of capacity building programme for MSMEs and other market actors across value chains;
4. Demonstrated knowledge and understanding of the dynamics and requirements of the regional and international markets including trade agreements as well the working of World Trade Organisation (WTO);
5. Relevant experience working in similar donor funded regional projects, preferably (but not limited to) EU-funded projects, in the Eastern and Southern Africa region;
6. Proven expertise in project management involving collaboration with public and private sector, technical partners and other stakeholders.

V. WORKING LANGUAGE REQUIREMENT FOR THE POSITIONS

Must be fluent in English and/or French and/or Arabic (speaking and writing). A combination of any two or all these languages will be an added advantage.

VI. ELIGIBILITY FOR APPLICATION

Applicants must be nationals of EU, ACP and COMESA Member States. Applications MUST be submitted on the prescribed COMESA APPLICATION FORM which can be accessed at the following COMESA website: <http://www.comesa.int/>. Applications which are not supported by COMESA application form or without attachments of scanned certificates shall not be considered.

VII. EQUAL OPPORTUNITY

The COMESA is an equal opportunity employer; therefore, female candidates are particularly encouraged to apply. COMESA will only respond to those candidates who strictly meet the set requirements.

VIII. HOW TO APPLY

Applications must be submitted in soft copy to the recruitment email address indicated below. Hard copies will not be considered, and only short-listed candidates will be contacted.

Interested candidates who meet the qualification and experience requirements for the above-mentioned positions should send scanned soft copies of their applications which MUST include the following:

- (i) COMESA Application Form, clearly indicating:
 - Nationality;
 - Age;
 - Title of the post applied for in both the subject of the email and on the application form;
 - Reliable contact details;

- Three (3) referees in the COMESA Application Form.
- (ii) Detailed curriculum vitae;
- (iii) Certified academic degrees and other professional Certificates;
- (iv) National Identity Card, Birth Certificate or Passport;

IX. VERIFIABLE QUALIFICATIONS

- (a) All candidates applying must have qualifications that are recognized by the relevant national accreditation body in their respective countries and verifiable by certifying/issuing institutions. This condition is applicable for locally and internationally attained qualifications.
- (b) All professions that require registration with the specific professional bodies will be expected to do so in compliance with the requirements of their respective Member States and Regulatory Institutions. Candidates must also be in good standing with professional bodies that they are members of.

X. FINAL DATE FOR RECEIPT OF APPLICATIONS (DEADLINE FOR SUBMISSION)

Applications should reach the email address below not later than Friday 14th February 2020 at least by 18.00 hours Lusaka time.

The Director of Human Resources and Administration

Common Market for Eastern and Southern Africa

COMESA Centre,

Ben Bella Road,

P.O Box 30051,

Lusaka

Zambia

Email: recruitment@comesa.int