

Government of Pakistan
Ministry of National Food Security & Research

**NEED ASSESSMENT FORM FOR TECHNICAL ADVISOR,
CONSULTANT, RESEARCH ASSOCIATE POSITIONS**

1. Name of Ministry/Division/Organization: MNFS&R (FSC-I Wing)
2. Title of the Position (Consultant) : Consultant (Minor crops) (01)
3. Duration: 02 Years
4. Need Assessment: (Annex-I)
 - i. Identified Challenge / Gap
 - ii. Area of Expertise
 - iii. Requisite qualifications:
 - iv. Requisite experience/skills:
 - v. Level of Role and Responsibility
 - vi. Reporting Channel
5. Expected impact on Ministry's Performance: (Annex-II)
6. Job Description: (Annex-II)
7. Key Performance Indicators, Targets, Timelines and Deliverables: (Annex-III)
8. Disqualification: (Annex-IV)
9. Performance Evaluation:

S.N o.	Key Performance Indicator	Target (to be determined in quantitative terms)	% of Target achieved	Percentage Weightage (May be allocated on the basis of sensitivity of each task)	% Score* (Col.3x Col.4)
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(to be signed and Stamped by the concerned Secretary/PAO)

Saleem Akbar

Signature-----*Judri*
Secretary,
Ministry/Division of -----
AMIR MOHYUDDIN
Secretary
Ministry of National Food Security & Research
Government of Pakistan
Islamabad

(Annexure-I)

4 Need Assessment for hiring a consultant for minor crops such as potatoes, tomatoes, onions, maize, rice, chilies, garlic, and high-value food crops like mangoes, citrus fruits, dates, ensuring national food security:

To evaluate the necessity of hiring a consultant to address the challenges in minor crops and high-value food crops in Pakistan, the following gaps and challenges exist:

I. Challenge / Gap

i. Lack of Infrastructure: Insufficient infrastructure for storage, transportation, and processing impacts the quality and value of crops such as potatoes, tomatoes, onion and others.

ii. Pest and Disease Management: Inadequate strategies for pest and disease management result in significant yield losses in crops such as maize, rice, chilies, garlic and others.

iii. Water Management: Water scarcity and inefficient irrigation practices affect the production of crops like rice, maize, mangoes and others.

iv. Market Access and Value Addition: Limited market access and opportunities for value addition hinder the profitability of high-value crops like mangoes, citrus fruits, and dates. **v. Technological Adoption:** Low adoption of modern agricultural technologies and practices impacts the productivity and quality of all crops, especially minor crops.

vi. Policy and Regulatory Issues: Inconsistent policies and regulations create uncertainties for farmers, inhibiting investment and innovation in the agricultural sector.

II Area of expertise: Agriculture, specifically crop production, value addition and agricultural economics with a focus on minor crops.

III Requisite qualification:

- A Master's or preferably a Ph.D. in Agricultural Sciences, Agricultural Economics, or a related field.
- Strong understanding of agricultural systems, agronomic principles, and modern farming techniques, with a focus on minor and high-value crops.
- Proven track record in project management, including planning, implementation, monitoring, and evaluation.
- Excellent communication and interpersonal skills, with the ability to work effectively with diverse stakeholders.
- Analytical mindset with the ability to problem-solve and adapt strategies based on data and feedback.
- Fluency in English and Urdu; knowledge of other local languages is a plus.
- Willingness to travel extensively within Pakistan, sometimes to remote rural areas.

IV Requisite experience/Skills:

- Extensive experience (at least 10 years) in agricultural consultancy, particularly in crop production improvement, preferably in Pakistan or similar contexts.

- Strong knowledge of agricultural policies, market dynamics, and supply chain management.
- Conducting situational analyses and formulating action plans and policies for minor crops such as potatoes, tomatoes, onions, maize, rice, chilies, garlic, and high-value food crops like mangoes, citrus fruits, dates, ensuring national food security. Collaboration with provinces and stakeholders is essential for finalizing policies before each cropping season and post-harvest, to ensure availability nationwide.
- Monitoring production and price trends of national and international minor and high-value crops, facilitating market access for exports while addressing sanitary, phytosanitary, and food safety concerns. Resolving challenges encountered by growers and processors throughout the agricultural supply chain and facilitating trade of various agro-products.

V Level of Role and Responsibility:

- Senior-level role with significant responsibility, such as a Senior Agricultural Economist or Agricultural Policy Advisor.
- Responsible for developing and implementing strategies
- May involve coordinating with government agencies, agricultural organizations, and industry stakeholders to implement policy changes and promote best practices

VI Reporting Channel: Commissioner Minor Crops / Food Security Commissioner-I-Addl Sec- Secretary of MNFS&R,

5 Expected impact on Ministry's Performance

The impact on ministry performance should be substantial. They need to prioritize policies and initiatives that support expert intervention in minor and high-value crop production. This includes allocating resources, implementing targeted programs, and monitoring progress to ensure productivity, quality, and sustainability goals are met. Ultimately, the ministry's effectiveness will be judged by its ability to address these pressing needs and contribute to national food security.

6 Job Description:

- i. Conduct comprehensive assessments of minor and high-value crop production systems in Pakistan to identify challenges and opportunities.
- ii. Develop strategies and action plans to improve productivity, quality, and sustainability of crop production, with a focus on national food security.
- iii. Provide expert guidance and technical support to farmers, agricultural organizations, and government agencies on crop management practices, pest and disease control, soil health, irrigation, and other relevant areas.
- iv. Collaborate with stakeholders to design and implement capacity-building programs, training sessions, and workshops to disseminate best practices and build local expertise.
- v. Monitor and evaluate the implementation of interventions, analyze results, and adjust strategies as needed to achieve desired outcomes.
- vi. Stay updated on latest research, technologies, and innovations in crop production and incorporate them into project activities.
- vii. Foster partnerships with research institutions, universities, and industry stakeholders to promote knowledge sharing and innovation in agricultural practices.
- viii. Prepare reports, presentations, and other communication materials to document project progress, outcomes, and lessons learned.



7 Key Performance Indicators (KPIs), targets, timelines, and deliverable

I. KPIs:

a. Productivity Improvement:

- Increase in yield per hectare for both minor and high-value crops.
- Reduction in crop losses due to pests, diseases, or environmental factors.

b. Quality Enhancement:

- Improvement in crop quality standards as per international market requirements.
- Reduction in post-harvest losses during transportation and storage.

c. Sustainability Measures:

- Adoption of sustainable farming practices (e.g., organic farming, water conservation).
- Increase in the use of environmentally friendly pest management techniques.

d. Food Security Impact:

- Increase in the availability of locally produced food crops.
- Reduction in imports of key food commodities.

II. Targets:

- a. Increase crop productivity by 15% over the next three years.
- b. Improve crop quality to meet international standards within two years.
- c. Implement sustainable farming practices on 25% of cultivated land within five years.
- d. Reduce post-harvest losses by 30% within three years.
- e. Achieve self-sufficiency in at least three major food crops within five years.

III. Timelines:

- a. Year 1: Develop and implement pilot projects for sustainable farming practices on select farms.
- b. Year 2: Scale up successful practices to cover a larger area of cultivated land.
- c. Year 3: Introduce quality improvement programs and assess their impact on crop quality.
- d. Year 4: Focus on reducing post-harvest losses through improved storage and transportation.
- e. Year 5: Evaluate overall progress and make adjustments for achieving food security targets.

IV. Deliverables:

- a. Comprehensive reports on productivity, quality, and sustainability improvements.
- b. Training programs for farmers on best practices and techniques.
- c. Development of crop-specific guidelines for enhanced production.
- d. Establishment of monitoring systems to track progress against targets.
- e. Regular communication with stakeholders to ensure alignment with national food security goals.

8 Disqualification:

No person shall be eligible for appointment as Consultant (Minor Crops) who:

- a) has been or is dismissed from service as a consequence of disciplinary proceedings;
- b) has been or is convicted, by a court of competent jurisdiction, for an offence involving moral turpitude;
- c) Benefited from the National Reconciliation Ordinance, 2007 (LX of 2007).

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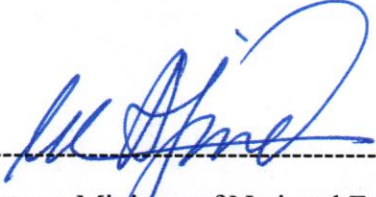
Government of Pakistan
Ministry of National Food Security and Research

**NEED ASSESSMENT FORM FOR AGRI-FINANCE & INVESTMENT POLICY
SPECIALIST (SPPS-II)**

Sr. No.	Heading	Details
1	Name of Ministry/Division/Organization	Ministry of National Food Security and Research
2	Title of the Position (Technical Advisor, Consultant, Research Associate)	Agri-Finance & Investment Policy Specialist (SPPS-II)
3	Duration & Location	1 year (extendable). Islamabad
4	Disqualification	Annex-I
5	Need Assessment a) Identified Challenge / Gap b) Area of Expertise c) Requisite qualifications d) Requisite experience/skills e) Level of Role and Responsibility f) Reporting Channel	Annex-II
6	Expected Impact on Performance of Ministry	Annex-III
7	Job Description	Annex-IV
8	Key Performance Indicators, Targets, Timelines and Deliverables	Annex-V
9	Performance Evaluation	Annex-VI

(to be signed and Stamped by the concerned Secretary/PAO)

Signature


Secretary, Ministry of National Food Security and Research

Annex-I

Disqualification Criteria for the Position of Agri-Finance & Investment Policy Specialist (SPPS-II)

1. Lack of a Master's degree in Agricultural Economics, Finance, MBA (Finance), CA/ACCA, Development Economics, or relevant discipline from HEC-recognized institution.
2. Less than 10 years of professional experience in agri-finance or investment-related domains.
3. Less than 8 years of direct experience in agri-financial policy, agri-insurance, credit schemes, or fintech models.
4. Lack of experience working with financial institutions, multilateral donors, or agribusiness investors.
5. Inability to demonstrate design and mobilization of agriculture financing or investment frameworks.
6. Lack of familiarity with SECP, SBP, DFIs, and fintech systems.
7. Candidates with history of financial misconduct, conflict of interest, or non-compliance with ethical standards.

Annex-II

Need Assessment

a) Identified Challenge / Gap:

The agriculture sector in Pakistan suffers from chronic under-financing, low credit access, exclusion of marginalized farmers, and fragmented financial architecture. Although digital innovations and crop insurance tools are emerging, they remain uncoordinated and underutilized. There is an urgent need for an integrated policy framework that boosts access to credit and insurance, promotes fintech solutions, attracts private investment, and develops resilient agri-finance systems.

b) Area of Expertise:

Agricultural finance systems, microfinance, agri-insurance, investment promotion, fintech-based financial inclusion, PPP frameworks, and agriculture credit risk mitigation.

c) Requisite qualifications:

Master's degree in Agricultural Economics, Finance, MBA (Finance), CA/ACCA, Development Economics, Agricultural Policy, or related discipline from a recognized national/international university. Certification in fintech, microfinance, or insurance preferred.

d) Requisite experience/skills:

- 10+ years of professional experience in Agri-Finance, rural credit, or agri-investment development.
- 8+ years in agri-financial policy, credit systems, fintech, or insurance schemes.
- Proven experience in public-private financing and policy formulation.

- Experience with commercial banks, SECP, SBP, DFIs, donors, or insurance providers.
- Skills in policy drafting, financial modeling, and investment strategy design.

e) Level of Role and Responsibility:

- Formulate national agri-finance strategy and investment policy.
- Drive agri-insurance models and fintech adoption.
- Lead stakeholder engagement with banks, DFIs, fintechs, and donor agencies.
- Guide development of agri-investment incentives, digital platforms, and PPPs.
- Design credit guarantee tools, smart subsidies, and financial inclusion programs.
- Conduct diagnostics, policy dialogues, and M&E of financing mechanisms.

f) Reporting Channel:

The Agri-Finance & Investment Policy Specialist will report to the Additional Secretary (MoNFS&R) or officer designated by Secretary, MNFSR.

Annex-III

Expected Impact on the Performance of the Ministry

1. Institutionalization of national agri-finance policy framework.
2. Improved farmer access to credit, insurance, and digital financial services.
3. Enhanced private sector investment in agriculture through PPPs.
4. Better coordination with SBP, SECP, and financial institutions.
5. Strengthened resilience of smallholders through financial risk mitigation tools.
6. Increased uptake of fintech for rural financial inclusion.
7. Development of M&E dashboards and investment tracking tools for evidence-based policy.

Annex-IV

Job Description

1. Develop Agri-Finance & Investment Policy Framework for Pakistan.
2. Conduct diagnostics of existing financing tools (e.g., Kissan Card, crop insurance).
3. Design scalable agri-insurance models with SECP and insurers.
4. Promote PPPs and investment pipelines in agri-value chains.
5. Engage with SBP, SECP, banks, DFIs, and fintechs.
6. Design fintech-enabled solutions for rural financial access.
7. Draft technical briefs on insurance, input financing, fintech, and agri-credit models.
8. Propose investment incentives, risk-sharing instruments, and smart subsidies.
9. Create agri-finance dashboards, impact M&E tools, and data reporting systems.
10. Lead stakeholder consultations and capacity-building events.
11. Support mobilization of concessional and private finance for agriculture.

Annex-V

Key Performance Indicators, Targets, Timelines, and Deliverables

Key Performance Indicators (KPIs)	Quantitative Targets
Agri-Finance 3-month rolling work plan	Approved quarterly
Agri-Finance & Investment Policy Document	Finalized within 6 months
Technical briefs on crop insurance, PPP, fintech, etc.	At least 6
Investment/PPP proposals shared with financiers	Minimum 3 per year
Policy dialogue and consultation reports	At least 2 annually
Agri-finance digital dashboard proposal	Drafted and submitted
Consolidated agri-finance strategy report	Submitted by year-end

Annex-VI

Performance Evaluation

Key Performance Indicators (KPIs)	Quantitative Targets	% Achieved	Weightage (%)	Score
Agri-Finance Policy Document	Final within 6 months	90	20	1800
Technical Briefs (insurance, fintech, credit)	At least 6	85	15	1275
Investment/PPP Proposals	3 per year	90	15	1350
Dashboard Architecture	Submitted	80	10	800
Consultation and Policy Reports	2 annually	85	10	850
Quarterly Work Plans	Updated quarterly	90	10	900
Final Consolidated Strategy Report	Year-end	90	20	1800

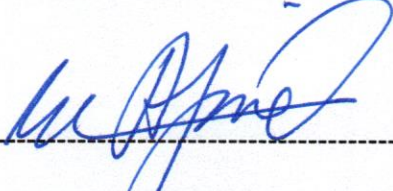
Government of Pakistan
Ministry of National Food Security and Research

**NEED ASSESSMENT FORM FOR FOOD SECURITY & AGRI EXPORT
PROMOTION CONSULTANT (SPPS-II)**

Sr. No.	Heading	Details
1.	Name of Ministry/Division/Organization:	Ministry of National Food Security and Research
2.	Title of the Position (Technical Advisor, Consultant, Research Associate):	Food Security & Agri Export Promotion Consultant. SPPS-II
3.	Duration & Location:	1 year extendable based on performance. Islamabad
4.	Disqualification:	Annex-I
5.	Need Assessment: a) Identified Challenge / Gap b) Area of Expertise c) Requisite qualifications: d) Requisite experience/skills: e) Level of Role and Responsibility f) Reporting Channel	Annex-II
6.	Expected impact on Performance of Ministry Performance:	Annex-III
7.	Job Description	Annex-IV
8.	Key Performance Indicators, Targets, Timelines and Deliverables:	Annex-V
9.	Performance Evaluation:	Annex-VI

(to be signed and Stamped by the concerned Secretary/PAO)

Signature



Secretary, Ministry of National Food Security and Research

Disqualification Criteria for the Position of Food Security & Agri Export Promotion Consultant. SPPS-II

1. Lack of a degree/Qualification as per advertisement, i.e. A Master's degree in Agricultural/ Agriculture Economics, International Trade, or a related field.
2. Less than 15 years of progressive experience in agricultural trade development, policy analysis, or a related field.
3. Inadequate experience in policy development, legislative implementation, and regulatory affairs within the Agriculture Field.
4. Inadequate knowledge of the internationally recognized standards, codes of practice, guidelines, Codex Alimentarius and WOAH.
5. Lack of in-depth knowledge of supply value chain mechanisms, National & International standards of Sanatory & phytosanitary and Food safety measures.
6. Candidates with a history of ethical misconduct, including dishonesty, plagiarism, or unethical research practices, fail to meet any regulatory requirements.
7. Any conflict of interest

Need Assessment: Food Security & Agri Export Promotion Consultant. SPPS-II

a) Identified Challenge / Gap:

The Ministry of National Food Security and Research faces significant challenges in the agriculture trade sector, including inadequate infrastructure, inefficient supply chains, and limited access to markets, finance, and technology. Insufficient data and analytics capabilities hinder informed decision-making, while non-tariff barriers, sanitary and phytosanitary measures, and regulatory hurdles impede trade facilitation. Furthermore, smallholder farmers' limited capacity to meet international standards and comply with complex regulatory requirements restricts their participation in global value chains. In compliance with "Uraan Pakistan" and "Home Ground Development Agenda" visions, to address these gaps and challenges is crucial to enhancing agricultural trade competitiveness, improving food security, and promoting sustainable agricultural development.

b) Area of Expertise:

A Food Security & Agri Export Promotion Consultant specializes in enhancing agricultural trade competitiveness, with expertise in market research and analysis, trade policy, legislative implementation, regulatory affairs, supply chain management, in-depth knowledge of supply value chain mechanisms, National & International standards of Sanitary & phytosanitary, ISPM, WTO framework, and Food safety measures, codes of practice, guidelines, Codex Alimentarius and International trade agreements and negotiations.

c) Requisite qualifications:

A Master's degree in Agricultural/ Agriculture Economics, International Trade, or a related field.

d) Requisite experience/skills:

- i. Minimum of 15 years of progressive experience in the Agri-Export, Agri-Export development, Agri-Supply Chain, value addition or Agri-management sector.
- ii. Experience in policy development, legislative implementation, and regulatory affairs within the Agriculture Field.
- iii. Strong knowledge of the internationally recognized standards, codes of practice, guidelines, i.e., the National & International standards of Sanitary & phytosanitary and Food safety measures. Codex Alimentarius etc.
- iv. Experience in supply value chain mechanisms with recognized standards, codes of practice and guidelines.
- v. Additional ability to motivate the farming community to enhance productivity through adopting Good Agricultural Practices.
- vi. Excellent negotiation skills are required, to deal with international Trade.
- vii. Excellent written and verbal communication skills, with the ability to convey complex information clearly and effectively.

e) Level of Role and Responsibility:

- i. Conduct a comprehensive review of agricultural trade policies, laws, and regulations at the National & International level.
- ii. Analyse the potential of diversifying exports by giving the high-end market a priority.
- iii. Identify challenges in production and gaps in the value chain management of agricultural produce.
- iv. Guide trade development opportunities and identify linkage for local traders.
- v. Map SPS measures, WTO framework, ISPM and special conditions of different potential countries relevant to export and guide exporters.
- vi. Identify key policy gaps to resolve the implementation of SPS measures and traceability.
- vii. Develop a set of recommendations for farmers to produce following SPS measures and MRLs of pesticides
- viii. Develop strategies to enhance agricultural trade, including market research, competitor analysis, and trade policy analysis.
- ix. Make recommendations for improving agricultural trade infrastructure, logistics, and supply chain management.
- x. Facilitate stakeholder engagement and collaboration among Government agencies, private sector companies, and farmers' organizations.
- xi. To help develop proposals to entice private sector investment by preparing pre-feasibility studies.

f) Reporting Channel:

The Food Security & Agri Export Promotion Consultant-SPPS-II will report to the concerned Additional Secretary, M/o NFS&R.

Expected Impact on the Performance of the Ministry of National Food Security & Research

Food Security & Agri Export Promotion Consultant. SPPS-II

The Food Security & Agri Export Promotion Consultant is expected to extend the following significant and multifaceted impact on the performance of the Ministry of National Food Security & Research:

- i. **Enhance Agri-Products Export:** the consultant boosts Agriculture Products exports, it is essential to align with international regulatory standards while ensuring seamless coordination with provincial authorities. Strengthening quality control, pest surveillance, and certification processes to enhance market access. Collaborative efforts between federal and provincial bodies will facilitate policy implementation, streamline export procedures, and improve competitiveness in global markets. Explore new markets, products, and trade opportunities to boost agricultural exports and improve the trade balance.
- ii. **Improved Trade Policy Framework:** Enhanced trade policies and regulations to facilitate agricultural trade, increase exports, and reduce imports.
- iii. **Enhanced Supply Chain Efficiency:** Streamlined supply chains, improved logistics, and reduced transaction costs to increase the competitiveness of Pakistani agricultural products.
- iv. **Improved Farm practices:** Integrated farm management practices will increase production, productivity/hac.
- v. **Enhance Market Access:** Improved market access for Pakistani agricultural products through negotiations with trading partners, WTO, and other international organizations.
- vi. **Increased Farmer Incomes:** Improved market opportunities, prices, and trade conditions to increase the incomes of Pakistani farmers.
- vii. **Enhanced Food Security:** Improved availability, access, and affordability of food, contributing to enhanced food security in Pakistan.
- viii. **Informed Decision-Making:** Collecting, analyzing, and disseminating trends and statistics related to Agriculture Trade for decision-making within the Ministry, facilitating evidence-based policy formulation and resource allocation to address food security challenges effectively.

Job Description: Food Security & Agri Export Promotion Consultant. SPPS-II

1. **Policy Formulation and Implementation:** The Food Security & Agri Export Promotion Consultant will provide specialized technical expertise to support the development and implementation of evidence-based policies and strategies that strengthen food security, enhance agricultural productivity, and promote sustainable agricultural exports in Pakistan. The incumbent key responsibilities included:
 - a. Identify the problem
 - b. Analyze problem
 - c. Evaluation of gap
 - d. Consultation with stakeholders
 - e. Institutional input
 - f. Interaction with relevant Ministries/ Departments
 - g. Formation of Policy
 - h. Implementation of Policy
2. **Trade Situation & Legislation Analysis:** Analyze existing trade policies, laws, and regulations to identify areas for improvement and provide recommendations for reforms. Develop, review, and implement policies and legislation about Food Security & Agri Export Promotion Consultant focusing on production and promotion as well as regional and international market access.
3. **Market Research:** Conduct market research to identify new trade opportunities, trends, and challenges in international markets.
4. **Trade Agreement Negotiations:** Provide technical assistance in negotiating trade agreements with other countries and international organizations.
5. **Supply Chain Optimization:** Analyze and recommend improvements to supply chains, logistics, and transportation systems to reduce costs and increase efficiency.
6. **Export Promotion:** Develop and implement strategies to promote Pakistani agricultural exports, including identifying new markets, products, and trade opportunities.
7. **Stakeholder Engagement:** Collaborate with stakeholders, including government agencies, private sector companies, farmers' organizations, and international organizations, to promote agricultural trade.
8. **Capacity Building:** Provide training and capacity-building programs for government officials, farmers, and private sector companies to enhance their skills and knowledge in agricultural trade. The prime responsibility is to coordinate training for farmers to increase production, productivity/hac, integrated farm management, and to promote Agri- Mechanization.
9. **Data Analysis and Dissemination:** Collect, collate, analyze, and disseminate trends and statistics related to Crop production both domestically and internationally. This data will support international trade efforts and help to stabilize prices within the country
10. **Reporting and Monitoring:** Prepare and submit regular reports on trade performance, market trends, and challenges, and monitor the implementation of trade policies and agreements.
11. **Any other task assigned by the authority as and where required.**

Key Performance Indicators, Targets, Timelines and Deliverables**Food Security & Agri Export Promotion Consultant. SPPS-II****a) Key Performance Matrix with Quantitative Targets**

Key Performance Indicators (KPIs)	Quantitative Targets
Report on Trade Policy Analysis Development and Legislation	A comprehensive report on the Trade analysis, the current status of agricultural trade policy analysis within the first 4 months.
Policy Development, Legislation, and strategic plan for Policy implementation for enhancing agricultural trade.	Develop and implement 4 policies/strategic plans per year about Food Security & Agri Export Promotion Consultant development.
Market Access	Promotion of Pakistan's surplus produce in the International Markets.
Stakeholder Collaboration	Initiate and assess the impact of concerned stakeholders, collaborate & initiate a dialog to maintain international standards of Agricultural produce, including concerning SPS and food safety measures
Capacity Building	Conduct at least 10 structured training sessions with progressive farmers, and breeders/scientists to adhere to best practices laid down by SPS measure, Codex Alimentarius and FAO standards.
Data Analysis and Dissemination	Produce and disseminate at least 2 analytical reports on growth trends, market analysis and corrective measures annually.

Performance Evaluation of Food Security & Agri Export Promotion Consultant. SPPS-**II**

Key Performance Indicators (KPIs)	Quantitative Targets	% of Target Achieved	Percentage Weightage	% Score
Report on Trade Policy Analysis Development and Legislation	A comprehensive report on the Trade analysis, the current status of agricultural trade policy analysis within the first 4 months.	90	25	2250
Policy Development, Legislation, and strategic plan for Policy implementation for enhancing agricultural trade.	Develop and implement 4 policies/strategic plans per year about Food Security & Agri Export Promotion Consultant development.	90	20	1800
Market Access	Promotion of Pakistan's surplus produce in the International Markets.	90	20	1800
Stakeholder Collaboration	Initiate and assess the impact of concerned stakeholders, collaborate & initiate a dialog to maintain international standards of Agricultural produce, including concerning SPS and food safety measures	90	10	900
Capacity Building	Conduct at least 10 structured training sessions with progressive farmers, and breeders/scientists to adhere to best practices laid down by SPS measure, Codex Alimentarius, and FAO standards.	80	10	800
Data Analysis and Dissemination	Produce and disseminate at least 2 analytical reports on growth trends, market analysis and corrective measures annually.	80	15	1200

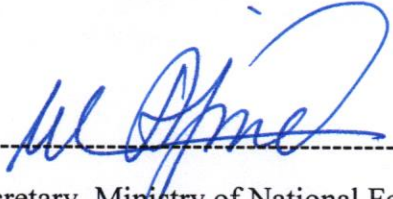
Government of Pakistan
Ministry of National Food Security and Research

**NEED ASSESSMENT FORM FOR INTERNATIONAL AGRICULTURE
COLLABORATION ADVISOR (SPPS-I)**

Sr. No.	Heading	Details
1	Name of Ministry/Division/Organization	Ministry of National Food Security and Research
2	Title of the Position (Technical Advisor, Consultant, Research Associate)	International Agriculture Collaboration Advisor (SPPS-I)
3	Duration & Location	1 year (extendable). Islamabad
4	Disqualification	Annex-I
5	Need Assessment a) Identified Challenge / Gap b) Area of Expertise c) Requisite qualifications d) Requisite experience/skills e) Level of Role and Responsibility f) Reporting Channel	Annex-II
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9	Performance Evaluation	Annex-VI

(to be signed and Stamped by the concerned Secretary/PAO)

Signature


Secretary, Ministry of National Food
Security and Research

Annex-I

Disqualification Criteria for the Position of International Agriculture Collaboration Advisor (SPPS-I)

1. Lack of Master's degree in Agricultural Economics, Development Studies, Agricultural Policy, or a relevant discipline from an HEC-recognized university.
2. Less than 10 years of professional experience in agriculture or rural development sector.
3. Less than 8 years of experience specifically related to international cooperation, multilateral engagement, or agricultural diplomacy.
4. Inadequate experience with international organizations such as FAO, WTO, IFAD, etc.
5. Absence of a proven track record of international negotiations or representation in multilateral forums.
6. Lack of knowledge of international agricultural frameworks (SDGs, WTO SPS/TBT, Paris Accord, etc.).
7. History of ethical misconduct, plagiarism, or conflict of interest.

Annex-II

Need Assessment

a) Identified Challenge / Gap:

MNFSR faces fragmented coordination with international organizations, underrepresentation in multilateral agriculture forums, and a lack of strategic coherence in global agricultural partnerships. Given international obligations (e.g., SDGs, WTO, FAO protocols), Pakistan requires an institutional mechanism to strengthen bilateral/multilateral agricultural diplomacy and foster global cooperation for sustainable agriculture development.

b) Area of Expertise:

International cooperation in agriculture, agricultural diplomacy, multilateral negotiations, foreign aid coordination, alignment of national agriculture with international frameworks (e.g., SDGs, WTO), and international policy advisory roles.

c) Requisite qualifications:

Master's degree in Agricultural Economics, Development Studies, Agricultural Policy, or related discipline. Additional training in diplomacy, policy negotiation, or international development is preferred.

d) Requisite experience/skills:

- 10+ years in agriculture/rural development, including 8+ years in international cooperation/agricultural diplomacy.
- Experience representing government in WTO, FAO, or other multilateral platforms.
- Proven negotiation and stakeholder engagement experience.
- Strong knowledge of global agricultural frameworks, and coordination with international donors and agencies.

e) Level of Role and Responsibility:

- Lead strategic planning of MNFSR's international engagement.
- Develop and negotiate MOUs/agreements with foreign governments and multilateral partners.
- Act as focal person for Pakistan's participation in agricultural forums.
- Align national agricultural frameworks with global commitments (SDGs, WTO, FAO).
- Liaise with MoFA, EAD, and embassies for agricultural diplomacy.
- Guide joint research, technical cooperation, and knowledge-sharing events.

f) Reporting Channel:

The Advisor will report to the Additional Secretary, MNFSR, or any other officer designated by the Secretary, MNFSR.

Annex-III

Expected Impact on Performance of the Ministry

1. Institutionalized global partnerships in agriculture.
2. Increased foreign investment and donor engagement in agriculture.
3. Strategic representation of Pakistan in multilateral platforms (e.g., FAO, WTO, IFAD).
4. Enhanced alignment of agricultural programs with international commitments (SDGs, WTO, Climate frameworks).
5. Improved agricultural knowledge exchange and collaborative innovation.
6. Strengthened bilateral MOUs/agreements for technical cooperation and export promotion.
7. Establishment of an International Cooperation Cell within MNFSR.

Annex-IV

Job Description

1. Develop strategic roadmap for international agricultural cooperation.
2. Negotiate and finalize bilateral/multilateral MOUs, agreements, and frameworks.
3. Advise on alignment of agriculture policies with international standards.
4. Represent MNFSR in global meetings/forums (e.g., FAO, WTO, CGIAR).
5. Coordinate with MoFA, EAD, foreign missions, and international organizations.
6. Initiate and manage joint R&D programs, technical collaboration, and knowledge exchanges.
7. Expand institutional linkages with CGIAR, SAARC, APAARI, FAO, and others.
8. Organize technical workshops, events, and study visits.
9. Guide international funding mobilization for agriculture development.
10. Draft policy briefs and technical reports for global negotiations.

Annex-V**Key Performance Indicators, Targets, Timelines, and Deliverables**

Key Performance Indicators (KPIs)	Quantitative Targets
Strategic roadmap for international cooperation	Drafted and approved within 4 months
MOUs/Agreements negotiated or updated	At least 6 annually
Policy notes/technical briefs	At least 4 per year
Matrix aligning national frameworks with global commitments	Finalized within 6 months
Establishment roadmap for international cooperation cell	Submitted within 6 months
International engagements and event participation	At least 4 major events facilitated
Database of international partnerships and agreements	Compiled and maintained quarterly

Annex-VI**Performance Evaluation**

Key Performance Indicators (KPIs)	Quantitative Targets	% Achieved	Weightage (%)	Score
Strategic roadmap for cooperation	Within 4 months	90	20	1800
MOUs/Agreements	6 per year	90	20	1800
Policy notes/briefs for global platforms	4 annually	90	15	1350
Institutional linkage matrix with global frameworks	1 matrix	80	10	800
Cooperation Cell establishment roadmap	Submitted	85	10	850
Participation in global events	4+	90	15	1350
International partner database	Maintained	85	10	850