

Terms of Reference of Animal Development & Health Specialist

Position: Animal Development & Health Specialist

Duty station: Program district¹

Mode of contract:

There will be Initial contract for one year with a probation period of three months. The annual contract will be extendable up to the program period based on satisfactory performance in the preceding contract.

Roles and Purpose of the Assignment:

The Animal Development & Health Specialist will work under the direct supervision of the Livestock Coordinator and will primarily be responsible for successful implementation of dairy development program. Specific tasks of the position include.

- Assist DLSOs in the preparation of farmer need based annual work and expenditure plans for the component and their dissemination.
- Assist DLSOs in the selection of district and field level staff for FFS facilitation training, taking into account both technical and diversity factors.
- Ensure the effective implementation of the approved program in the project district within a time frame.
- Responsibility to enhance the breed improvement of dairy animals, focus on nutrition and management, training to the farmers, capacity building of the DLSOs staff and linkage the marketing channel for dairy development .
- Ensure adequate and timely supply of forage seeds/saplings for both demonstration and dissemination and their protection from grazing, and ensuring that 75% beneficiaries have planted and utilized improved forage on the terrace risers and bunds.
- Support DLSOs and farmer groups to identify appropriate sources for supply of buffalo breeding bulls, including assisting farmers to develop and implement appropriate bull management system.
- Ensure adequate and timely support of DLSOs to the farmer groups in artificial insemination, vaccinations (Hemorrhagic septicemia, HS; Black Quarter, BQ, and Foot and Mouth Disease, FMD) and treatments.
- Ensure appropriate management of program supported funds - Veterinary Drug Management Fund, Animal Insurance Fund and Shed Improvement Fund. through effective monitoring and submit the report to PMO with the challenges and areas of improvement through annual work plan.
- Ensure the establishment of appropriately designed and constructed fodder tree nurseries, including assisting DLSOs in the selection of appropriate candidates for nursery operation, provision of quality training and timely supply of farmer preferred fodder tree

¹ Gulmi, Arghakhanchi, Rolpa, Pyuthan, Rukum and Salyan

seeds and root slips for nursery raising through effective monitoring and submission of monitoring report to PMO with the weakness and challenges for the areas of improvement.

- Assist farmers in developing milk marketing linkages, including establishment of milk chilling centers in collaboration with the dairy industries.
- Ensure that the program supported activities such as VAHW, Paravets, and local milk processors follow appropriate code of practices for environmental and public health safety through intensive monitoring in close coordination with DLSO .-
- Ensure that the training of the chilling centre managers in the operation and maintenance of chilling vats and local dairy products diversification are organized in appropriate locations and the resource persons used are professional.
- Supervise the activities of the Dairy Assistants and ensuring their adequate performance against targets, capacitate their technical capacity through the orientation or short training during the meeting at PIU and prepare their performance report and submit to PMO regularly.
- Set, monitor and achieve equitable gender and social inclusion plans and targets among supported groups and organizations, with support from the GESI district focal point and GESI Advisor.
- Participate in annual or other periodic meetings with beneficiaries and other Program stakeholders at district and program-area.
- Facilitate the grantees to increase their efficiency for grant disbursement and prepare the status of grant utilization by the grantees on monthly basis and update regularly and submit to PMO during the monthly review.
- Assist grantees at District level to prepare sub-project completion report and submit to PMO within two months of sub-project completion before claiming final instalment of grants.

Benefits and Remuneration:

Salary:

The salary of Animal Development & Health Specialist, per person per month, will be NRs 63,300.00 (NRs Sixty Three Thousand and Three Hundred Only). Tax on the salary will be as per the government Income Tax Rule.

Allowances:

The Animal Development & Health Specialist will get travel and daily allowances during their field visits as per the GoN rule, as applied.

Leave:

The Animal Development & Health Specialist will be provided 18 days of home leave and 6 days of casual leave annually, which will not be carried on for next year. They will also be provided 12 days of sick leave per year, but will not be carried on for the next year if not spent. In addition he/she experts will also be provided with Mourning Leave-15 days, Maternity Leave-2 months for women (15 days for men, for maternity care leave) and all public holidays. Leave is supposed to be as a facility instead of employee's right.

Supervision of the experts and Administrative Control:

The Animal Development & Health Specialist will be administratively (approval of leave, travel and evaluation of performance etc) and technically accountable and under the direct supervision of Program Manager or designated personnel of the PMO.