



REPUBLIC OF MOZAMBIQUE
MINISTRY OF PLANNING AND DEVELOPMENT
NORTHERN INTEGRATED DEVELOPMENT AGENCY

**Jobs, Social Cohesion, and Community Resilience in Northern
Mozambique Phase I**

- P514199

REQUEST FOR EXPRESSION OF INTEREST NR. ADIN/Jobs, Social Cohesion and
Community Resilience in Northern Mozambique Phase I/CON – May/26

**Coordinator for Jobs, Social Cohesion, and Community Resilience in
Northern Mozambique – Phase I**

The Government of Mozambique, through the Northern Integrated Development Agency (ADIN), has received financing from the World Bank for the implementation of the Jobs, Social Cohesion and Community Resilience in Northern Mozambique Project – Phase I (P514199), to be executed in the provinces of Niassa, Cabo Delgado, and Nampula, and intends to apply part of the funds for the recruitment of a Coordinator for “ADIN/Jobs, Social Cohesion and Community Resilience in Northern Mozambique Phase I/CON – May/26 – Coordinator,” through a competitive selection process.

The Program Coordinator will be responsible for the overall coordination of all aspects of the program, including fiduciary management, planning, monitoring and evaluation, environmental and social safeguards, risk management (including GBV), as well as key thematic areas such as infrastructure development, community mobilization, facilitation of dialogue platforms, promotion of entrepreneurship, and coordination with relevant institutions.

The Coordinator will further ensure that the Program is implemented in full compliance with the requirements of the Government of Mozambique and the operational, fiduciary, and safeguard standards of the World Bank:

- Lead and manage the Project Team with daily authority and responsibility;
- Manage the project schedule and budget, monitor and report on the physical and financial progress of works carried out by consultants and contractors, including the quality of training and capacity building, goods, works, and services provided;
- Be responsible for the timely implementation of all conditions agreed upon between the World Bank and the Government of Mozambique, as defined in the Project Financing Agreement;
- Lead the preparation and implementation of the annual work plan and program budget;
- Prepare and regularly update Project Implementation Plans, Procurement Plans, Work Plans, and Financial Plans;
- Advise, familiarize, and update relevant institutional staff, Development Partners, NGO platforms, Municipalities, Local Governments, and the World Bank on technical issues related to Project implementation;
- Ensure integration and coherence between the different components of the Program;
- Supervise the technical and administrative team, promoting collaborative work;
- Ensure compliance with established schedules and targets;
- Supervise the technical, financial, and monitoring and evaluation execution of the Program;
- Approve and track procurement plans, disbursements, and financial reports;
- Ensure compliance with environmental and social safeguard standards, including GBV and risk and security;
- Support the institutional strengthening of implementation units at the provincial and district levels;

- Represent the Program before the World Bank and other development partners;
- Facilitate coordination between central, provincial, and district government, civil society, and the private sector;
- Ensure coordination and the exchange of data and information among various actors—Local Governments, Private Sector, NGOs, Community Organizations, and Technical Assistance support agencies—to ensure implementation is in accordance with agreed and approved work plans;
- Analyze final evaluation reports, plans, and strategies before public disclosure and advise the government, the World Bank, and consultants on related matters as necessary;
- Ensure the dissemination of best practices and Program results;
- Promote the integration of gender, youth, and environmental sustainability;
- Supervise data collection and the program's monitoring and evaluation system;
- Prepare quarterly and annual technical and financial reports;
- Support World Bank supervision missions and audits;
- Coordinate mid-term and impact evaluations of the Program;
- Work in coordination with the monitoring and evaluation, finance, gender, and safeguards teams;
- Participate in field missions, progress reports, and coordination meetings with the World Bank.

ADIN now invites eligible individual consultants (“Consultants”) to express their interest in providing these services. Interested parties must provide information demonstrating that they possess the relevant qualifications and experience required to perform the tasks.

The attention of interested parties is drawn to Section III, paragraphs 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers,” sixth edition of February 2025, which sets forth the World Bank’s policy on conflict of interest.

The selected consultant must possess the following main qualifications:

- Master's degree or Doctorate (PhD) in Civil Construction, Project Management, Environmental, Rural Development, Sociology, Fragility, or related fields;
- At least 10 years of professional experience, of which 5 years are in coordination or management roles for rural development projects or programs, agribusiness, and infrastructure financed by the World Bank;
- Proven experience in designing and implementing rural development programs and projects financed by international partners, preferably the World Bank;
- Good understanding of fragility and conflict risks, as well as social cohesion in northern Mozambique;
- Comprehensive and deep knowledge of the functioning of government institutions in Mozambique;
- Experience in developing dialogue platforms;
- Proven experience in preparing national strategies or programs for conflict prevention and resilience financed by the World Bank;
- Experience in negotiating multilateral and bilateral agreements between the Government and multilateral agencies;
- Experience in coordinating different donors or partners (IFAD, EU, World Bank, AfDB, JICA, UN, USAID, AFD);
- Deep knowledge of World Bank procurement, financial management, and M&E procedures;
- Leadership, communication, and negotiation skills;
- Solid knowledge of the northern region is an advantage;
- Demonstrated ability to take a leadership position, motivate, and promote collaboration within the team in the work environment;
- Proven analytical and organizational skills, with a demonstrated ability to solve problems and balance program objectives with reporting requirements;
- Excellent written and verbal communication skills, and the ability to interact and communicate appropriately and effectively;

- Demonstrated computer skills and practical experience in using computer applications, including the MS Office suite (Excel, Word, PowerPoint), AI, and Canva;
- Good understanding of the English language is a requirement, while knowledge of Portuguese is considered an advantage.

The detailed Terms of Reference for the position can be consulted on the following website: <https://adin.gov.mz>

The consultant will be selected in accordance with the Open Competitive Selection of Individual Consultants method, as established in the Procurement Regulations.

Additional information can be obtained at the address below during office hours (07:30 to 15:30 hours).

Expressions of interest must be clearly marked:

“REQUEST FOR EXPRESSION OF INTEREST No. ADIN/Jobs, Social Cohesion and Community Resilience in Northern Mozambique Phase I/CON – May/26, recruitment of a Coordinator for the Jobs, Social Cohesion and Community Resilience Program in Northern Mozambique – Phase I” and must be delivered in physical copies to:

Northern Integrated Development Agency (ADIN) Rua 16 de Junho, nº 144, 1st floor, Cabo Delgado, City of Pemba, Mozambique.

Alternatively, they can be sent by email addresses listed on the following website: <https://adin.gov.mz>

The deadline for submitting applications is May 23, 2026.

Maputo, May 2026