



REPUBLIC OF MOZAMBIQUE
MINISTRY OF PLANNING AND DEVELOPMENT

NORTHERN INTEGRATED DEVELOPMENT AGENCY

**Jobs, Social Cohesion, and Community Resilience in Northern Mozambique - Phase I –
P514199**

Terms of Reference

Recruitment for Individual Consulting Services for Coordinator

30/04/2026

1. Context

The Government of Mozambique, represented by the Northern Integrated Development Agency (ADIN), has developed a project with the World Bank using a Multiphase Programmatic Approach (MPA) designed to allow for the scaling up of World Bank support for local development in northern Mozambique. The objective of the program is to strengthen social cohesion and improve infrastructure to be more resilient to climate change in the northern region of Mozambique. The program envisages two overlapping phases, to be implemented over 8 years, totaling US\$ 250 million.

Phase I, with a total amount of US\$ 100 million, aims to address the urgent development needs of vulnerable communities, strengthen community participation in local development, and empower local governments for better planning and resource management, in line with effective decentralization, as well as for efficient and equitable service delivery in all districts of Niassa, Cabo Delgado, and Nampula.

Phase II, with a total amount of US\$ 150 million, will expand the community and local development agenda. The program is structured into 4 key components:

- **Component 1: Improving Social Cohesion.** This component will fund priority actions aimed at strengthening social cohesion in selected districts through the mobilization of dialogue platforms, support for economic enterprises for youth and women, and the provision of psychosocial support services and efforts to combat gender-based violence for both women and men.
- **Component 2: Improving Access to Basic Services and Climate-Resilient Infrastructure.** This component will address challenges related to the limited supply of essential basic services, while enhancing the capacity of districts and local communities to plan climate-resilient infrastructure that meets community needs in the short and medium term.
- **Component 3: Project Management and Coordination:** This component will support project coordination and management from fiduciary, environmental and social risk management, grievance redress, monitoring and evaluation, independent impact assessment, and communication perspectives. It will also support the operating costs of a Steering Committee, a technical committee, and all stakeholder engagement platforms necessary for program execution.

2. Institutional Arrangements

To coordinate the implementation of the program and ensure greater speed and harmonization of activities, a Program Implementation Unit (PIU) will be established based in Cabo Delgado province at the ADIN offices, as provided for in the financing agreement. The PIU is led by a Coordinator and will include specialists in Procurement, Financial Management, Environmental Safeguards, Social Safeguards, Gender-Based Violence (GBV), Monitoring and Evaluation, risk, and security. The Coordinator will report directly to the Chairman of the Board of Directors of ADIN and must coordinate and harmonize with other program beneficiary institutions.

3. Objective of the Consultancy

The Program Coordinator will be responsible for overall coordination ranging from fiduciary aspects, planning, monitoring and evaluation, social and environmental safeguards, risk, and GBV, to specific areas such as infrastructure, mobilization or creation of dialogue platforms, entrepreneurship, and cooperation/coordination with other institutions. He or she is additionally tasked with ensuring that the Program complies with the management requirements of both the Government of Mozambique and the World Bank.

4. Main Tasks and Responsibilities

The Coordinator's scope of work includes, but is not limited to, the following key activities:

Primary Responsibilities:

- 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 officials from relevant institutions, 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 Program components;
- Supervise the technical and administrative team, promoting collaborative work;
- Ensure compliance with established schedules and targets;
- Oversee the technical, financial, and monitoring and evaluation execution of the Program;
- Approve and monitor procurement plans, disbursements, and financial reports;
- Ensure compliance with environmental and social safeguard standards, including GBV and risk/security;
- Support the institutional strengthening of implementation units at the provincial and district levels;
- Represent the Program to the World Bank and other development partners;
- Facilitate coordination between central government, provinces, districts, civil society, and the private sector;

- Ensure coordination and 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, 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.

5. Expected Deliverables

The Project Coordinator is expected to deliver the following:

- Effective establishment and management of an efficient Program;
- Annual Work Plan and Budget for the Project and Program;
- Quarterly progress reports, semi-annual, and annual reports on Project implementation;
- Establishment of an intersectoral coordination platform at the national, municipal, and provincial levels.

6. Required Profile and Qualifications

The candidate must meet the following qualifications and competencies:

- Master's or Doctoral degree (PhD) in Civil Engineering, Project Management, Environmental Sciences, Rural Development, Sociology, Fragility, or related fields;
- At least 15 years of professional experience, of which 10 years must be in coordination or management roles for rural development, agribusiness, and infrastructure projects or programs funded by the World Bank;
- Proven experience in designing and implementing rural development programs and projects funded 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 managing multidisciplinary teams and coordinating activities at national, provincial, and district levels;

- Experience in developing dialogue platforms;
- Proven experience working in the districts of the northern region of the country;
- Proven experience in drafting national conflict prevention and resilience strategies or programs funded 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);
- In-depth knowledge of World Bank procurement, financial management, and M&E procedures;
- Leadership, communication, and negotiation skills;
- Solid knowledge of the northern region;
- Demonstrated ability to take a leadership position, motivate, and promote collaboration within the team in the work environment;
- Demonstrated analytical and organizational skills and a problem-solving approach to balancing Program objectives and reporting;
- Excellent written and verbal communication skills, and the ability to interact and communicate appropriately and effectively with Government officials, the World Bank, and the general public;
- Demonstrated computer skills and practical experience using applications including the MS Office package (Excel, Word, PowerPoint), AI tools, and Canva;
- Fluent in Portuguese, English, and Makhuwa.

7. Remuneration

A competitive salary package will be negotiated based on the candidate's qualifications and experience. However, please note that the final salary will be determined by the combination of the candidate's qualifications and experience with their remuneration history, subject to the limits established in the new table approved by the Ministry of Finance on July 21, 2025.

8. Contract Duration

The contract will have a duration of 36 (thirty-six) months, subject to a performance evaluation by ADIN for renewal for an additional two years.

9. Anti-Corruption Clauses

The Coordinator undertakes to implement the services of this contract in accordance with the provisions of the World Bank Anti-Corruption Guidelines—"Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants," dated October 15, 2006, and revised in January 2011. The Coordinator is also bound by the provisions of Law No. 6/2004 of June 17, which aims to combat crimes of corruption and illegal economic participation. For the purposes of this provision, the term "corrupt practice" means the act of offering, giving, receiving, or soliciting any item of value with a view to

influencing the action of a Government representative in the context of the bidding process or the execution of the Contract.

10. Selection Method

This program is funded by the World Bank; therefore, the Consultant will be selected on a competitive basis in accordance with the World Bank Procurement Regulations for IPF Borrowers (Investment Project Financing), dated February 2025. The contracting method will be Individual Consultant (IC) selection.

11. Application Submission

Interested candidates with the required profile must send their application proposals to the address indicated below, consisting of the following documents:

- Application letter;
- Curriculum Vitae (CV);
- Certified copies of diplomas or academic qualification certificates and 3 signed letters of reference.

Qualified and interested candidates are requested to send their applications by May 23, 2026, at 3:00 PM to the following email or address below:

Email: candidaturasmozcomunidades@adin.gov.mz

Address: Rua 16 de Junho, nº 144, 1º andar, Cidade de Pemba, Cabo Delgado, Moçambique.