Work location: Ghana
Start Date: Flexible. April or May preferred
Length of Commitment: 2 years
Experience Level: Masters plus experience

Background

The Ghana Commercial Agriculture Project (GCAP) is a US $150 million project of the Government of Ghana (GoG) funded by a loan of $100 million from the World Bank with $50 million co-financing from USAID. The project development objective is to increase agricultural productivity and improve livelihoods via increased access to land, private sector finance, and input- and output-markets by smallholder farms and others engaged in commercial agriculture in the Accra Plains and Savannah Accelerated Development Authority (SADA) zone. Commercial agriculture is defined by this project as economic activities anywhere along the agricultural value chain that have a market orientation. GCAP plans to do this through private-public partnerships (PPPs), making demand-driven investments. The ultimate project beneficiaries are poor households who avail themselves of new income generating activities. Intermediate project beneficiaries will be Ghanaian and international investors.

The Accra Plains component of GCAP is more focused geographically in its design, and will involve fewer counterparts. It is centered around the Kpong Irrigation Project (KIP) — a state-managed irrigation scheme ostensibly for small-holder rice farmers. Kip covers an area of 1,825 hectares, and the plan under GCAP is to rehabilitate the existing system and to develop an additional 7,260 ha. Reflecting the PPP approach, an investor will be sought to take on both the work of rehabilitating the existing system, building the expansion, and operating the entire system. The SADA zone component of GCAP includes increasing the total area under irrigation through bunding in inland valleys; expanding warehousing capacity for crops; helping to generate new employment opportunities on commercial farms and promoting new outgrower schemes between nucleus commercial farmers and smallholders; and stimulating entrepreneurial activity in agri-business.

The overall responsibility for implementing GCAP rests with the GoG, with the Bank providing constant implementation support throughout the project. Rigorous impact evaluation has been incorporated as an integral part of the Project, as the GoG, the World Bank, and USAID are all interested in learning throughout the GCAP process, and incorporating lessons learned into the later phases of the GCAP project, and other World Bank and USAID projects. The GCAP Impact Evaluation (IE) is being administered as a World Bank executed task with funding from USAID as part of the co-financing arrangement. Responsibility for executing the IE remains with the World Bank.
Impact Evaluation Focus and Objectives

GCAP is comprised of a collection of interventions, all with the same objective of promoting agricultural productivity and livelihoods. Within GCAP, there is the opportunity to evaluate the impact of some of these interventions. The plan is to create several distinct IEs as part of GCAP, each of which is designed to evaluate the impact of different elements of GCAP’s approach. Some possible impact evaluations that might take place under GCAP include: (a) The impacts on smallholders of becoming outgrowers; (b) The welfare, investment, and gender impacts of wage labor positions on commercial farms; (c) The impacts of a childcare intervention on women’s labor supply and productivity; (d) The impacts of warehouses on smallholder’s post-harvest losses and profits; (e) The impacts of an agricultural input voucher subsidy and advance purchase scheme on smallholder’s input use and productivity, and on agri-businesses’ growth and profitability; (f) Testing nucleus farmers’ provision of agricultural extension, in contrast with a public cell-phone based agricultural extension service; (g) Measuring and mitigating risks associated with weather-based crop failures and their impacts on smallholders’ investments and futures; (h) Measuring the long-term welfare impacts of land use agreements signed with large investors on land owners and original inhabitants of the land; and (i) Identifying the most effective land dispute resolution mechanisms, Accra Plains. The final selection of which impact evaluations to take place will be made by the impact evaluation team, in consultation with the Government of Ghana, and in response to how the project evolves, as the PPP approach of the project requires that designs are adapted as partnerships are formed and developed.

Scope of Work

The World Bank is seeking a Project Coordinator to assist with the design and implementation of the impact evaluations that will take place as part of the GCAP Project. The Project Coordinator will be based in Ghana. The Project Coordinator will work closely with the World Bank’s Africa Region Gender Innovation Lab; the Government of Ghana’s Project Coordination Unit for GCAP; and any Ghana-based survey or research firms that may be assisting with the impact evaluation.

This position involves working with a cluster of interventions, a number of different partners, and Government and private sector counterparts. This Project Coordinator will have primary responsibility for day to day supervision and management of the GCAP impact evaluations’ fieldwork, but will also play a key role in helping design the impact evaluations, and identifying and creating opportunities within GCAP for rigorous impact evaluation.

This position will be based in Accra, and will involve frequent travel to rural areas of Ghana. The Project Coordinator will be the lead, and at times the only, member of the impact evaluation team who is based full-time in the region where the study is taking place.

Specific Outputs and Deliverables
**Effective Cooperation**

- Provide daily coordination between the impact evaluation team and the project implementation team, ensuring that concerns are effectively communicated between parties, flagging emerging issues that may be of potential concern to one or both parties, and in general ensuring that effective and productive collaboration is maintained.
- Work closely with the project implementation unit (PIU) to ensure that design and roll-out of interventions accommodate, to the extent possible, the impact evaluation. Help identify which interventions will form part of the impact evaluations.
- Help ensure that all project implementation activities are in accordance with the impact evaluation design, i.e., in a way that supports and does not damage the impact evaluation.
- For interventions that form part of the impact evaluation, work with these subprojects on recruitment, targeting, and selection of beneficiary smallholders. Help ensure that targets are met on time, and that all is done in accordance with the study design. And help ensure that benefits are rolled out only to the smallholders selected by the impact evaluation team.
- Cooperate effectively with all project implementation agencies and co-workers, as well as national, provincial, and local government officials, and any other stakeholders or external collaborators.

**Baseline, Midline, and Endline Survey Design and Data Collection Management**

- Support the impact evaluation team creating baseline, midline, and endline survey instruments.
- Design data collection instruments and protocols; recruit, hire and supervise consultants to collect and enter data; and compile and summarize the data. Oversee and monitor data collection and survey field work, including planning, logistics, hiring, and training. For each data collection effort, ensure data quality, integrity of analysis, and adherence to budget.
- Conduct qualitative research to inform research and survey design.
- Run pilot survey exercises, provide feedback on field operations and survey instruments, and monitor improvements.
- Provide quality control for collected data through data cleaning and analysis.
- Provide close, on-site supervision of data collection, while surveys are ongoing.

**Report Writing and Analysis**

- Keep both the rest of the impact evaluation team and relevant members of the project implementation team routinely updated on activities, concerns, and decisions that need to be made. Provide routine updates on activities, plans, and
any observations or emerging findings that may be of importance to the PIU and the impact evaluation team.

- Communicate regularly with relevant members of the PIU and impact evaluation leadership on matters including finance and logistics.
- Write up reports on findings from qualitative investigations on particular matters.
- Write reports with feedback and analysis on relevant project implementation progress.
- Write reports with feedback and analysis of how the survey instruments seem to be working.
- Assist in the analysis of the survey data, and the writing of project reports, academic papers, and policy memos. Important note: the Project Coordinator will NOT be listed as a co-author on the papers that result from this project. An exception to this may potentially be possible, but is in no way guaranteed.
- Review monitoring reports and help identify the causes of potential bottlenecks in project implementation.

**Resource Management and Supervision**

- Prepare a budget and track and oversee expenditures for all activities and expenses related to impact evaluation, keeping activities on budget, initiating changes to the budget where needed, and figuring out ways to control costs. Prepare and produce Terms of Reference for individuals and firms hired to support the impact evaluation activities; ensure that qualified individuals and firms are selected; and supervise those hired to ensure that work is carried out in accordance with specifications and plans.

**Capacity Building**

- As needed, organize and conduct capacity-building and training workshops to support and strengthen the Project’s M&E, including with data collection consultants, external partners involved in data collection, primary stakeholders and the various partner organizations involved in implementing the Project.
- Organize (and provide) refresher training in M&E and impact evaluation for project and implementing partner staff, local organizations and primary stakeholders, in line with the Project’s objectives.
- Collaborate with staff and implementing partners on qualitative monitoring to provide relevant information for ongoing evaluation of project activities, effects and impacts.

**Desired Qualifications**

- A Master’s degree in economics, social sciences, public policy, or related fields.
- Training in development economics.
- Prior work or volunteer experience in development in developing countries a plus.
- Experience living and conducting field research in a developing country is a strong plus.
• Excellent management and organizational skills along with strong quantitative skills.
• The ability to present positions and to negotiate with senior officials.
• Fluency and excellent communication skills in English.
• Flexibility, self-motivation, the ability to manage multiple tasks efficiently as a team player.
• Demonstrated ability to manage high-level relationships with partner organizations.
• Knowledge of Stata (strongly preferred), SAS, or other data analysis software.
  • Well organized, detail-oriented, able to prioritize, and manage multiple tasks simultaneously with minimal supervision.
  • Project management experience, as well as experience supervising, designing, and implementing data collection and/or field work activities, and managing teams of field workers, is preferred.
  • Experience in designing survey questionnaires, and analyzing quantitative survey data, is preferred.
• Several years of relevant work experience preferred.

How To Apply:

Email a statement of purpose, CV, and transcripts, to Tricia Gonwa (tgonwa@worldbank.org). Only short-listed candidates will be contacted by email for an interview. Applicants are encouraged to apply early, as applications will be reviewed on a rolling basis.