



**Ministry of Tourism and Environment**  
Male', Republic of Maldives



Date: 9<sup>th</sup> December 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/662

## **Terms of Reference**

**Project:** Enhancing Climate Resilience and Food Security

**Position:** Urban Agriculture Specialist

**Type of Contract:** Individual

**Thematic Area:** Climate Adaptation

### **1. Project Background**

The Maldives is highly susceptible to climate change impacts, including sea-level rise, extreme weather events, and disruptions to food security. To address these challenges, the **Enhancing Climate Resilience and Food Security Project** aims to strengthen the country's adaptation capacity by focusing on the interlinkages between human settlements and agri-food systems. Key components of the project include:

1. **Development of Climate and Early Warning Systems:** Enhancing the Maldives Meteorological Service's (MMS) capacity through the installation of weather surveillance radar systems and the establishment of a national climate database management system.
2. **Flood Reduction and Coastal Protection Investments in Kulhudhuffushi:** Implementing infrastructure improvements to mitigate flood risks in the island of Kulhudhuffushi.
3. **Promotion of Urban Farming:** Establishing urban farming training facility in Hanimaadhoo and supporting its training and advisory functions for farmers and agribusiness companies to disseminate sustainable and climate smart farming practices, support agribusiness development, and increase local food supply.
4. **Matching Grants for Agribusiness Development:** Providing financial support to promote urban farming and the development of adaptation businesses and services.
5. **Capacity Building and Institutional Strengthening:** Enhancing the capabilities of government agencies, civil society organizations, and local communities in climate resilience and food security practices.

### **2. Key Responsibilities:**

1. Provide technical oversight and on the ground implementation support of all (urban) agriculture interventions supported under the project
2. Ensure appropriate agriculture activities that strengthen food security are selected under matching grant scheme.



3. Promote Engagement of women and people from disadvantaged groups in the design, implementation and monitoring of the urban agriculture interventions.
4. Support the delivery of a gender-responsive and inclusive capacity building program for Ministry of Agriculture and Animal Welfare (MoAAW), Hanimaadhoo Agriculture Centre (HAC) and farmers on climate smart and urban agriculture approaches and technologies.
5. Review reports submitted by consultants and other partners working on agriculture interventions and provide technical feedback.
6. Coordinate and undertake trainings and capacity development programs as part of the agriculture interventions under the project. This includes capacity development workshops and field demonstrations etc.
7. Contribute to environmental and social safeguards monitoring and reporting as required for agriculture related interventions.
8. Other relevant tasks assigned by the Project Manager and Project Director.

### **3. Qualifications and Experience:**

#### *Minimum Qualifications*

- a) A bachelor's degree in water resources management, irrigation, agriculture sciences, natural resource management or related field.
- b) At least 10 years of experience in the design and implementation of climate smart agriculture practices, preferable in Maldives
- c) Advanced knowledge of water-saving technologies, drip irrigation, soil-less farming, vertical farming, precision agriculture and other climate-smart agricultural strategies.
- d) Sound understanding of food security issues and farming livelihoods in Maldives.
- e) Good understanding of gender mainstreaming and its application in irrigation and agriculture.
- f) Good written and verbal communication skills in English.

#### *Other Evaluated Qualifications/Skills*

- a. Experience in delivering training programs will be an added advantage.
- b. Experience in supporting project activities involving community and government stakeholders
- c. Excellent organizational and interpersonal skills
- d. Ability to work independently with minimal supervision
- e. Punctuality and ability to follow directions

### **4. Duration of the Assignment**

The Urban Agriculture Expert will be hired for a period of 1 year with the possibility of extension based on performance appraisal.

### **5. Remuneration**

Successful candidate will receive a remuneration between MVR 31,300 and MVR 36,000 based on the qualification and experience.

### **6. Selection Criteria**

The Urban Agriculture Expert will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.



Criteria	Weightage (%)	Documents Evaluated
Achieved minimum academic qualification	30	<i>Copies of MQA Accredited Certificate</i>
Achieved demonstrable minimum work experience	40	<i>Letters of experience</i>
Interview	30	<i>In-person Interview</i>

## 7. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of MQA Accredited certificates
- Letters of work experience
- Copy of National ID card
- Any other document that may support the application
- Applicants working in Civil Service must provide a no-objection letter from their current employer
- Applicants currently working in a project must provide a No-Objection letter from their Project Director

## 8. Submission

Interested candidates may email their proposals on or before **1200hrs of 16<sup>th</sup> December 2025** to the following address.

Human Resource Division

[jobs@mote.gov.mv](mailto:jobs@mote.gov.mv)

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