

State Institute “Agriculture Entrepreneurship Development” Project Management Unit
One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in
Central Asia Project (OHP)

Terms of reference for Terms of reference for Monitoring and Evaluation Specialist

I. Background

The One Health approach is an integrated and unifying framework that aims to achieve optimal health for people, animals, and ecosystems. It recognizes the interdependence between human, animal, plant, and environmental health, and it mobilizes various sectors and communities to address global challenges, such as pandemic prevention, antimicrobial resistance (AMR), food safety, and environmental sustainability. This approach is essential for fostering well-being and tackling complex health issues in interconnected systems.

The One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in Central Asia Program for Tajikistan is a US\$31.79 million grant, with US\$30 million sourced from the International Development Association (IDA) and an additional US\$1.79 million from the Pandemic Fund. This initiative, part of the World Bank's Multiphase Programmatic Approach (MPA), aims to support the five Central Asian countries (Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan) in addressing prevalent challenges related to zoonotic diseases, AMR, and food safety.

The One Health Program in Tajikistan, implemented as part of Phase 1 under the World Bank's Multiphase Programmatic Approach (MPA), is designed to strengthen the country's capacities for preventing, detecting, and responding to zoonotic diseases, AMR, and food safety risks. It supports investments across national and regional One Health coordination, communication, information sharing, regulatory frameworks, knowledge development, workforce capacity, risk-based surveillance, prevention and response systems, laboratory capacity, and data systems.

The project includes four key components:

1. **Strengthening One Health Governance** – Establishing a cross-sectoral governance structure to enhance coordination and policy alignment.
2. **Enhancing One Health Knowledge and Workforce Capacity** – Developing and implementing workforce training programs and research initiatives.
3. **Improving One Health Prevention, Detection, and Response Systems** – Strengthening national and regional laboratory networks, enhancing risk-based surveillance, and supporting digital information systems.
4. **Project Management, Monitoring & Evaluation, and Learning** – Establishing systems to manage and track project progress, ensure compliance, and disseminate knowledge.

The One Health Program in Tajikistan is implemented by the State Institute “Agriculture Entrepreneurship Development” Project Management Unit (SI AED PMU). The implementing agency works closely with national and regional stakeholders to ensure effective and sustainable implementation of the One Health approach.

The Project primarily focuses on technical assistance, capacity building, procurement of laboratory equipment, construction of research centers and laboratories, and One Health risks related to the laboratory civil works.

II. Project Development Objective

To strengthen the capacity to prevent, detect, and respond to priority zoonotic diseases, antimicrobial resistance, and food safety issues in Asia, Tajikistan, through a regional One Health approach.

III. Scope of work

The Monitoring and Evaluation Specialist of the One Health Program will have the overall responsibility for ensuring the development of an effective Monitoring and Evaluation System, which provides all the monitoring and evaluation information required for the Project. She/He will be based at the SI “AED PMU” office in Dushanbe and will work closely with other Project staff, implementing partners and with Project beneficiaries. In his activities, the Specialist follows the Project Operation Manual (POM) of the One Health program and SI “AED PMU”, Charter of SI “AED PMU”, acting legislation of the Republic of Tajikistan and orders of the One Health Project Coordinator and SI “AED PMU” Director/Deputy Director. The Monitoring and Evaluation Specialist will be responsible for the following tasks:

1. Be fully conversant with the Project monitoring and evaluation requirements and the WB Results Framework and Monitoring System (RFMS).
2. Be responsible for designing the M&E system for the One Health project, keeping in view the Project RFMS indicators and collaborating with the One Health Project Coordinator to prepare the monthly, quarterly, and annual progress reports.
3. Assist the Sectorial Coordinators at the regional level in the overall Project Monitoring and Evaluation System (M&E).
4. Ensure that all staff and implementing partners understand the reporting requirements of the Project and assist them in developing reporting formats disaggregated by gender, which provide the requisite information regularly.
5. Design a format for the development of the Beneficiary Data Sheet (BDS) of participating beneficiaries and ensure that all relevant data is maintained in these sheets. The BDS format should be designed in a manner that could easily feed the Project M&E System.
6. Develop a Monitoring and Evaluation Plan and will be responsible for its implementation
7. Oversee implementation of data collection among participating beneficiaries; Conduct data spot checks and validation for quality and reliability of information for Project reporting purposes.
8. Develop a data collection tool for baseline data collection, where possible and mid-term reporting in line with Project M&E requirements.
9. Determine the need for periodic impact studies, case studies and outsource these to other service providers or assign these to the focal points/or Sectorial Coordinators and project staff.
10. Be responsible for the day-to-day operations of Knowledge Management, Monitoring and Evaluation activities, including overall responsibility for delivery of the M&E outputs of quality in line with World Bank reporting.
11. Ensure that the Monitoring and Evaluation System, progress reports, BDS and participatory assessment all highlight the Project outreach and impact on the beneficiaries.
12. Ensure proper monitoring of the Grievance Redress Mechanism (GRM) implementation and regular reporting on grievances occurrence, which might be associated with the Project activities, including on alleged child and forced labor.

IV. Reporting

The Monitoring and Evaluation Specialist will report to and work under the supervision of the One Health Project Coordinator and AED PMU Director/Deputy Director. The Monitoring and Evaluation Specialist will provide monthly activity reports to the Project Coordinator and copy to the AED PMU Director/Deputy Director in Tajik or Russian languages.

V. Languages

The Monitoring and Evaluation Specialist shall work in Tajik, English, and Russian. Documents shall be prepared in the Tajik, English, and Russian Languages.

VI. Qualifications and Requirements

- University degree in the field of health, environment, agriculture, economics, or relevant fields.
- At least 5 years of relevant experience in monitoring and evaluation, data analysis, including a minimum of 3 years of experience working on projects financed by the international financial organizations/donors, preferably World Bank;
- Knowledge of Tajik and Russian languages, knowledge of English is highly desirable.
- Excellent knowledge of computer programs, Windows, Word, and Excel.
- Good teamwork and communicative skills.

VII. Duration of the assignment

The assignment will commence on _____ and will initially last until December 31, 2026, including a probation period of 3 months. The decision on the extension of the contract will be made by the SI AED PMU in agreement with the World Bank.