

TERMS OF REFERENCE**For hiring of 01 no. of Executive (Feed & Fodder) for “Procurement & Input” under the World Bank financed Assam Agribusiness and Rural Transformation Project (APART)****Project background:**

1. The Government of Assam (GoA) through Government of India (GoI) has received/obtained a loan from the World Bank for the Assam Agribusiness and Rural Transformation Project (APART). Assam Rural Infrastructure and Agricultural Services (ARIAS) Society is the apex coordinating and monitoring agency for APART while West Assam Milk Producers’ Cooperative Union Limited (WAMUL) is the implementing agency for the activities under “Formal Dairy Sector” in the project. WAMUL now intends to engage an **Executive (Feed and Fodder)** on Contractual basis towards implementation of the APART project.
2. The development objective of APART is to “add value and improve resilience of selected agri-value chains focusing on smallholder farmers and agro-entrepreneurs in targeted districts of the State of Assam”.
3. There are four components to the project: **The first component (A)** is Enabling Agri enterprise Development, with sub components being (i) enhancing state capacity to attract private investments, (ii) setting up of an Enterprise Development and Promotion Facility (EDPF) (iii) setting up of an Agribusiness Investment Fund (AIF) (iv) establishing stewardship councils. **The second component (B)** is Facilitating Agro Cluster Development with sub-components being- (i) support establishment of cluster level Industry Associations (IAs), (ii) supply chain support. **The third component (C)** is Fostering Market Led Production and Resilience Enhancement with sub components being (i) promoting climate resilient technologies and their adoption (ii) Facilitating market linkages through market intelligence and product aggregation (iii) Facilitating access to and responsible use of financial services. **The fourth component** is project Management, Monitoring and Learning.
4. The project will achieve the proposed PDO by: (i) promoting investments in agri-enterprises, reducing the business and transaction costs, facilitating access to finance for agribusiness entrepreneurs, and, where appropriate, push for process, regulatory and/or policy change; (ii) supporting the development of a modern agri-supply chain; improved information communication technologies (ICT) based farm information and intelligence services, and alternative marketing channels; and (iii) improving producers’ access to knowledge, technologies and infrastructure so that they are able to respond to market opportunities and climate variability. To achieve the PDO, the project will adopt a cluster approach both in terms of production (production clusters) and processing (enterprise clusters)

WAMUL’s Role

5. WAMUL will be the implementing agency for the **Third Component** - and **sub-component - C.1.3.1 -Milk value chain: Formal sector**. The focus of this value chain is productivity enhancement by genetic up gradation of Non-descript cows using Artificial insemination, improved feeding through Fodder production demonstration, etc. The project will also install Bulk Milk Coolers (BMCs) for handling increased volume of raw milk procurement and maintaining the quality till it is transported to the Processing plant. Automated Milk Collection Unit (AMCU) will be installed at each DCS to ensure transparency in milk reception, weight measurement and quality testing for making producers payments. The project will be leveraging the liquid milk processing and product manufacturing capacity of WAMUL.

Scope of Position of Executive (Feed & Fodder):

6. WAMUL intends to engage **01 Executive (Feed & Fodder)** on contractual basis for implementation and training of Milk procurement supervisors, MAITs and farmers on Silage making, good practices of Feed and fodder cultivation, Animal Nutrition, Ration Balancing program, usage of Mineral supplements, etc. He/She will be supporting the P&I Department of WAMUL in extension and promotional activities of Cattle feed, Mineral mixtures, Feed additives, etc which will help Milk producers in achieving optimum productivity of their cattle by adopting a scientific approach. He/She will be coordinating with Fodder seeds producing companies across the country for sourcing quality fodder seeds.

The Executive (Feed & Fodder) will be placed in any of the project area under APART and will report to Group Head CFP, WAMUL or Managing Director (EAMUL) depending on the area of posting.

Qualification, Experience, Skills, Age**7. Essentials:**

- a) **Educational Qualification:** B.Sc. (Agri)/ B.V.Sc. and M.Sc (Agri) in Agronomy/Fodder Science/ M.V.Sc. (Animal Nutrition/Livestock production & Management) from a recognized Institute/University.
- b) **Working Experience:** Must have minimum 02 years of experience in feed and fodder sector. Experience in Fodder farm, Feed industry for large veterinary animals or experience in integrated animal farm will be preferred.

- c) **Computer Skills:** Must have experience of using Internet based applications, using and working with advanced word processing/spreadsheet including MS Word, MS Excel and MS Power Point and other related applications.
- d) **Language:** Fluency in Assamese, English and Hindi
- e) **Age:** Age of the candidate should not be more than 33 years as on 1st January, 2023. However, age relaxation up to 2 years may be given in case of extraordinary/ outstanding candidates.

8. Desirable:

- a) Experience of working in project(s)/ industry related to Fodder development and management, Animal nutrition.
- b) Ability to make optimum usage of locally available resources, which are climate resilient and improve producer access to Knowledge, technology so that they are able to respond to market opportunities and climate variability.
- c) Providing technical support to & capacity building of enterprises with strong analytical skills, and the ability to synthesize complex concepts and to communicate them effectively;
- d) Ability to work effectively in teams as well as independently;
- e) Good communication and inter-personal skills; the candidate must show initiative, synthesis, organization and personal dynamism and should be self-motivated, as well as capacity to work with teams and prepare adequate planning and activity reports.

9. Key Job Responsibilities (Indicative):

Executive (Feed & Fodder) will be responsible for

- a) Implementation and monitoring of ration balancing and fodder development program at the field level.
- b) Training of Milk Procurement Field Supervisors, Mobile AI Technicians & farmers on animal feeding & Fodder Development activities.
- c) Popularization of improved fodder development technologies among farmers including development of fodder nurseries, fodder demonstration farms, Silage making, etc
- d) Collection and compilation of fodder related data.
- e) Coordination with fodder seed production agencies across country for sourcing good quality fodder seeds.
- f) Promotion of cattle feed, mineral mixture and other feed additives.
- g) Demonstration of RBP software to key officers and farmers.
- h) Data documentation and preparation of RBP and FD progress reports.
- i) Any other work related to farmer training and other feed and fodder related activities

10. Remuneration, payment terms and leave:

- a) The remuneration of the Executive (Feed & Fodder) will be approximately Rs. 6.94 lakhs per year depending upon experience, qualification and pay package of last assignment.
- b) The Executive (Feed & Fodder) will be eligible for paid leaves/Holidays as per the applicable norms/policy of WAMUL.
- c) Any authorized tour within the operational area, He/she will be paid TA/DA as per norms/policy of WAMUL.

11. Reporting and Performance Review:

- a) The Executive (Feed & Fodder) will be placed in any of the project area under APART and will report to Group Head CFP, WAMUL or Managing Director (EAMUL) depending on the area of posting.
- b) Performance will be reviewed as per Key result areas (KRA). The remuneration may be enhanced on an annual basis as per prevailing rules, which will be performance based.

12. Duration of assignment:

The contract period of the Executive (Feed & Fodder) will be initially till **September 30, 2024**, which may be extended on satisfactory performance. Continuity of the Executive (Feed & Fodder) beyond 1 (One) year from the date of joining will also depend upon his/her performance.



West Assam Milk Producers' Cooperative Union Ltd.(WAMUL)

Panjabari, Guwahati

Paste Recent
Photograph

APPLICATION FOR EMPLOYMENT

(To be filled in by the candidate in Block Letters)

Position applied for:				
Name (full name with surname):				
Date of Birth:		Age in Years & Months :		
Home town, State & Nearest railway station:				
Nationality:				
Marital Status				
Single	Married (no. of children)			
	Male	Female		
Do you belong to (please tick inappropriate column)(*)	SC	ST	OBC	None
Are you physically handicapped	Yes (provide information)			No
Present Address(for correspondence)				
Permanent Address				

Telephone number	(M)
	(R)
Email address	
Permanent Account Number (PAN) *copy of PAN Card to be attached	

Family information (to include complete details about family, including address, telephone number etc.)				
Name	Relationship with self	Age	Correspondence address	
Qualifications in Chronological order (Please attach self- attested copies of the certificates)				
Academic/Technical/ Professional Exams passed with specialization/subject	Grade/ Division	% of marks obtained	Year of Passing	Name of Institute/ University/College Board
Language proficiency(please tick(\/) in appropriate columns)	Speak	Read	Write	

Experience in Chronological order (Certificates to be attached)					
From DD/MM/YR	To DD/MM/YR	Organization Name & Address	Total Duration In Year & Month	Designation	Cost to Company(C TC) Per Month
Total Experience in Years & Months :					
Details of Training course/workshops/seminars attended:					
Any medical disability? Please specify:					
Have you ever been convicted or any criminal proceedings contemplated against you? If yes, give details:					
Present Yearly Salary (Please furnish proof in respect of salary details.)					
Fixed Component :			Variable Component:		
Others(please specify) :			Total CTC:		

If you have any liability with your present employer, please specify.	
If selected, joining time required/Notice Period to be served with previous Employer	
Please mandatorily provide the reference details with full mailing address (with Pin Code), Email address, Telephone (Mobile, Office, Residential) numbers.	
Personal	Professional
Please describe briefly your interest in seeking employment with WAMUL? If selected, how will you contribute to the growth of WAMUL and the stakeholders	

DECLARATION

I hereby declare that all the information and particulars given by me in this form are true and correct. I fully understand that if any of the information given above is found to be incorrect or deliberately distorted, WAMUL shall have the right to terminate my services without giving any notice.

Place:

Date:

Signature of Candidate