

## **Call for Applications for the position of Senior Land Bank Officer**

The Ministry of Agriculture and Lands, Forestry and Marine Resources is inviting suitably qualified individuals to apply to fill the position of **Senior Land Bank Officer** within the Agricultural Land Bank Management Unit of the Lands and Surveys Department of the Ministry. Interested individuals are kindly asked to submit a Cover Letter and their Curriculum Vitae (CV) to the Permanent Secretary, Ministry of Agriculture and Lands, Forestry and Marine Resources via email to [ps@moa.gov.gd](mailto:ps@moa.gov.gd) and [agriculture@gov.gd](mailto:agriculture@gov.gd) and copied to [advisor@moa.gov.gd](mailto:advisor@moa.gov.gd) no later than **Friday, 10<sup>th</sup> May 2024**.

For more detailed information, please see the Terms of Reference below.

### **Senior Land Bank Officer – Terms of Reference**

#### **Agricultural Land Bank Management Unit (ALBMU)**

#### **Department of Lands and Surveys**

#### **Background**

The Grenada National Agricultural Land Bank Project has been in its pilot stage since 2017. The objective of the project is to establish a national land bank in Grenada that would play a pivotal role in the promotion of food and nutrition security and to support the sustainable management of rural lands, especially the acreages that are currently unused and underutilized. The project, in its pilot stage, prepared an institutional framework and operational guidelines for the establishment and operation of the National Agricultural Land Bank.

The National Agricultural Land Bank treats land similarly to the treatment of money by a bank. Land is treated as a commodity to be deposited in and withdrawn from a designated institution which is statutorily authorised to hold the land. The value of the land is increased through its judicious development, in this case for agricultural purposes. Idle and underutilised lands, both crown and private, can be placed in the Land Bank. These lands are then used through third party leases of variable lengths for agricultural purposes.

Private landowners may also lease their lands to the bank for a fixed period and can retrieve them on the expiration of that period. Landless individuals could obtain tenure of these lands for agricultural enterprise development through a lease of a shorter duration than that for which the parcel has been placed in the bank.

The Grenada National Agricultural Land Bank is being operationalized on crown lands and the Grand Bacolet and Diamond Estates have been identified and placed in the land bank. It is expected that later the principle will be extended to include private lands which are not being used.

The Ministry of Agriculture and Lands, Forestry and Marine Resources has reviewed and accepted in principle the Revised Draft National Agricultural Land Bank Policy and the accompanying Procedural Manual. Accordingly, the Ministry is seeking to ensure that appropriate institutional arrangements exist that will provide the necessary support to achieve the goals and objectives of the National Agricultural Land Bank Policy and the Procedural Manual, and to ensure the intended benefits of the pilot project are realized.

The Ministry has considered the need to create a new Unit within the Lands and Surveys Department dedicated to the management of the operations of the National Agricultural Land Bank. This unit will be responsible for co-ordinating the technical and administrative operations of the National Agricultural Land Bank.

Government is committed to sustainable land management, to addressing issues of crown land availability and to ensuring a suite of specific policies, legislations, strategies, programmes, and projects aimed at sustainable use and conservation of available lands and natural resources.

The Ministry of Agriculture and Lands, Forestry and Marine Resources has accordingly made budgetary provisions to strengthen land administration through a cadre of land administration personnel, policy review and implementation, training and public awareness and sensitization.

### **Rationale for a Senior Land Bank Officer**

The pilot stage of the National Agricultural Land Bank Project is about to be completed and the Ministry is moving towards full implementation of the National Agricultural Land Bank. It is necessary to establish a single Agricultural Land Bank Management Unit (ALBMU) with the necessary staff to execute appropriate technical and administrative functions required of the Agricultural Land Bank. The Senior Land Bank Officer will manage and coordinate the work of the Unit.

The current staffing complement at the Lands and Surveys Department and the Ministry is insufficient to ensure the above-listed transformational goals are attained. Additional human resources input is urgently required.

### **Functions of the Senior Land Bank Officer**

The Senior Land Bank Officer will be responsible for among other things:

- i. The management of the Agricultural Land Bank Management Unit (ALBMU).
- ii. The implementation of the National Agricultural Land Bank Policy.
- iii. Ensuring adherence to the Land Bank Procedural Manual.
- iv. Reviewing and making recommendations for the Land Bank Policy and the administration of the Land Bank.
- v. Submission of the applications for crown or private lands in the Land Bank to the Land Bank Selection Committee.

- vi. Preparation of cabinet submissions.
- vii. Administration and distribution of the allotments to approved applicants.
- viii. Coordination of technical services offered to the farmers in the Land Bank.
- ix. Monitoring, evaluation, and reporting of Land Bank activities.
- x. Administrative and secretarial support to the Agricultural Land Bank (Project) Steering Committee and the Land Bank Selection Committee.
- xi. The functioning of the National Land Bank Information System.

## **Qualifications**

The Senior Land Bank Officer should possess a MSc in Land Management, Agriculture/Agriculture Economics, Environmental Science, Natural Resources Management, Planning, Public Administration, Law, or other related professional discipline from a recognized university with at least two (2) years' work experience in areas related to land management and administration

or

A BSc in Land Management, Agriculture/Agriculture Economics, Environmental Science, Natural Resources Management, Planning, Public Administration, Law, or other related professional discipline from a recognized university with at least five (5) years' work experience in areas related to land management and administration at a senior level.

## **Administration**

The Senior Land Bank Officer will report directly to the Director of Lands and Surveys and through him/her to the Permanent Secretary. The named officers would agree on a work plan covering the terms of reference for the assignment and working arrangements.

## **Deliverables**

The Senior Land Bank Officer will be required to supply the Permanent Secretary, through the Director of Lands and Surveys, with the following deliverables:

- i. A workplan covering the period of appointment.
- ii. Regular reports on developments pertaining to the implementation of the National Agricultural Land Bank Policy and specifically with regards to allotments, leases, and production.
- iii. Policy papers with recommendations on strengthening the land bank management policies, practices, and related legislation.
- iv. Cabinet submissions in the approved format.
- v. Staff appraisals.
- vi. Ongoing advice and recommendations on local, regional, and international matters affecting land management and administration.

**Duration**

The contract will be for a period of two years in the first instance commencing June 2024. Renewal will be based on successful completion of the contract and agreement among the parties.

**Salary**

Salary payable will be at the rate commensurate with similar positions within the public service pay scale that is within Grade I.

**Administrative Support**

The Ministry would, through the Lands and Surveys Department and the Land Use Division, provide the necessary administrative and technical support for the performance of duties.