

**RESOLUTION No. 447**

**ASSESSMENT OF IICA'S TECHNICAL CAPABILITIES**

The EXECUTIVE COMMITTEE, at its Twenty-sixth Regular Meeting,

CONSIDERING:

That, in light of the decision to adopt the 2006-2010 Medium-Term Plan, it is both advisable and timely to request an assessment of the technical capabilities of IICA's personnel;

That the United States of America and Mexico have offered to make special contributions as support for said assessment;

That the Executive Committee set up a Special Commission and tasked it with recommending terms of reference for the assessment, and that said Special Commission has delivered its recommendations to the Executive Committee, which include the terms of reference (Annex A) and other guidelines for conducting the assessment (Annex B),

RESOLVES:

1. To instruct the Director General to support and coordinate the assessment of the technical capabilities of IICA's personnel, with the assistance of external experts, pursuant to the terms of reference contained in Annex A of the present Resolution, and the additional guidelines contained in Annex B. The assessment is to be presented to the Member States and considered by the Executive Committee before the end of the first half of 2007.
2. To thank the United States of America and Mexico for their special contributions as support in conducting the assessment.
3. To encourage the other Member States, the Associate States and the Permanent Observers to contribute financial and other resources with which to conduct the assessment.

## **ANNEX A**

### **TERMS OF REFERENCE FOR ASSESSING TECHNICAL CAPABILITIES**

#### **1. Background**

To date, IICA has been responding, to the extent it can, to the mandates of the IABA and to the challenges posed by agriculture and the new rurality. Thus, the Institute has responded to the concerns and demands of its Member States and to important issues related to:

1. The promotion of trade and the competitiveness of agribusinesses
2. The promotion of agricultural health and food safety
3. The promotion of biotechnology and biosafety.

The development of these specialized issues and others considered for inclusion on the agenda for 2007, such as the sustainable management of natural resources and the environment, as well as the generation of bio-energy from raw agricultural materials, are of concern to the members of the Executive Committee and the Ministers of Agriculture themselves.

Consequently, an external assessment of the Institute's technical capacity will be conducted, especially as concerns its human resources, to determine whether or not IICA is efficiently addressing the emerging issues and has the financial and budgetary resources needed to address the technical issues and priorities approved by IICA.

Furthermore, it will be necessary to determine the actual capacity of the Institute to take on other technical issues that are of importance and concern to the member countries.

#### **2. Requirements of the assessment**

In addition to meeting the demands described above, in conducting the assessment, the following must be taken into consideration:

- A group of three experts with broad experience in activities related to the development of scientific and technological capabilities, and their transfer;
- Knowledge of IICA's programs and of international organizations;
- Fluency in English and Spanish;
- Ability to work as part of a team and availability to devote approximately 15 days to preparing and conducting interviews with staff members at Headquarters and in selected IICA Offices in the Member States;
- Evaluation and presentation of results related to:

Topics of current interest and how they are being addressed;

Availability of the high-level experts (man hours available and how many hours for bureaucratic or administrative tasks);

- Capacity to offer comprehensive technological solutions;
- Levels of specialization/capability of the experts to address the issues;
- Salary levels and ages of the technical personnel.

It will be necessary to present properly documented scientific, technical and socioeconomic knowledge that is essential for the execution of the projects.

### **3. Assessment**

The pertinent observations will be made based on the assessments, and recommendations will be prepared for presentation to the Executive Committee and the IABA.

Date of preparation: September 2006

## **ANNEX B**

### **GENERAL CONCLUSIONS OF THE SPECIAL COMMISSION FOR THE ASSESSMENT OF IICA'S TECHNICAL CAPABILITIES**

- Terms of Reference (guidelines) document developed by Mexico would be the basis for the assessment of IICA's technical capabilities.
- Evaluation of technical capacity with respect to country demand as laid out in the MTP and in the national, regional and hemispheric agendas and IICA's technical capacity to respond to demands. In addition to the strategic areas mentioned in the Terms of Reference document, it will also include others found in the MTP, as well as agricultural insurance, as requested by the IABA.
- Identify areas of strengths and weaknesses, gaps and surpluses.
- Analyze unsatisfied demand.
- Assess quality and distribution of professional staff among regions and technical areas.
- The analysis will also consider the availability of sufficient funds needed for the technical professionals to carry out their functions, as well as the availability of support staff.
- Evaluate capability of IICA to compete for and attract quality technical staff.

#### Process to be followed:

- There will be a steering committee: one country from each region (5). Members to be decided by the regions. IICA will act as Technical Secretariat.
- IICA will carry out an internal review process first (60 days).
- Internal review will be submitted to Steering Committee for review and analysis. Members will then submit additional questions for external review team to look at (30 days).
- External review team (3 or more members). Countries may provide members for team. Members must have the characteristics defined in document provided by Mexico.
- External evaluation (60 days).
- Goal is to have final evaluation provided to steering committee by March, 2007.