



**STATE DEPARTMENT FOR AGRICULTURE
MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT**

**TERMS OF REFERENCE (TOR)
FOR
USER INTERFACE DEVELOPER EXPERT**

Contract No: KE-MOALF-571594-CS-INDV

Client:

State Department for Agriculture
Ministry of Agriculture and Livestock Development
Kilimo House, Cathedral Road
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1.0 BACKGROUND

1.1 Introduction

The Food Systems Resilience Project (FSRP) is a Government of Kenya project with co-funding from the World Bank and the National Government. The project will be implemented in 13 counties targeting to increase preparedness against food insecurity and improve the resilience of food systems in targeted project areas of Kenya. The project will be implemented over 6 years commencing September 2023 to August 2029. The FSRP will build on the strong foundation laid by National Agriculture and Rural Inclusive Growth Project (NARIGP), Kenya Climate Smart Agriculture Project (KCSAP) and Emergency Locust Response Project (ELRP). The project will broaden and deepen investments in existing interventions through a multiphase programmatic approach (MPA). The five MPA program pillars of FSRP are: (1) Responding to a deteriorating food security situation, (2) (Re-)building resilient agricultural production capacity, (3) Supporting the sustainable development of natural resources for resilient agricultural landscapes, (4) Getting to market, and (5) Promoting a greater focus on food systems resilience in Policymaking.

1.2 Project Development Objectives and Indicators

The FSRP project development objective (PDO) is to increase preparedness against food insecurity and improve the resilience of food systems in targeted project areas of Kenya. In order to realize this objective, project activities will be implemented through five components namely (i) (Re-) Building Resilient Agricultural Production Capacity; (ii) Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes; (iii) Regional and domestic markets for food security; (iv) Promoting a Greater Focus on Food Systems Resilience in National and Regional Policy making; (v) Contingency Emergency Response (vi) Project Coordination and Management.

Progress towards the realization of the PDO will be measured through the following five (Outcome) indicators:

- i. Percentage reduction of food-insecure people in project-targeted areas
- ii. Number of farmers adopting resilience-enhancing technologies and practices: of which female (percentage); of which, climate-resilient (percentage)
- iii. Hectares of land area under integrated land management practices
- iv. Percentage increase in volume of agricultural production sold on domestic and regional markets

Number of policy products related to agriculture, natural resources management, and food systems resilience adopted with project's support.

2.0 Objective of the assignment

The overall objective of the assignment is to strengthen the Agricultural Information Resource Centre (AIRC) capacity as it transforms into the Kenya Agricultural Digital Information Centre (KADIC) to design, develop, deploy and maintain secure, accessible, responsive and user-friendly interfaces that improve agricultural information access, digital service delivery and user experience across the agricultural value chain.

The consultant will be responsible for the following key objectives:

- a) To design and implement responsive, intuitive and accessible user interfaces for web and mobile agricultural digital applications.
- b) To translate approved functional requirements, user journeys, wireframes, prototypes and visual designs into production-ready interfaces and reusable components.
- c) To develop consistent interface patterns, layouts, navigation, forms, dashboards, data displays and interaction elements across AIRC/KADIC digital products.
- d) To ensure user interfaces provide a clear and effective experience across supported devices, screen sizes, browsers and operating environments.
- e) To incorporate accessibility, usability, readability and inclusive-design considerations for diverse agricultural stakeholders, including users with varying levels of digital literacy.
- f) To optimize interface performance and responsiveness, including consideration of rural and low-connectivity environments.
- g) To integrate user interfaces with approved backend APIs and application services in collaboration with Application Developers and User Interface Developers.
- h) To support the presentation of analytical and data-science outputs through appropriate visual interfaces in collaboration with Data Scientists and application teams.
- i) To strengthen user-interface development capacity and contribute to reliable, accessible and sustainable digital service delivery within the Ministry.

3.0 SCOPE OF SERVICES AND SPECIFIC TASKS

3.1 Scope of service

The Agricultural Information Resource Center (AIRC), a directorate under the State Department for Agriculture, Ministry of Agriculture and Livestock Development, is implementing strategic initiatives to strengthen the Ministry's digital presence and enhance agricultural information and service delivery. These initiatives are aligned with AIRC's transition into KADIC to coordinate data and digital agriculture in providing

timely, relevant, and accessible agricultural information to farmers, policymakers, researchers, private-sector actors, and other stakeholders.

Over the years, AIRC has accumulated substantial data, information and knowledge across diverse agricultural thematic areas. The Centre is progressively digitizing these resources and transforming them into digital agricultural products and services to improve access, usability and uptake. Key initiatives include the Farmer Registry and the Fertilizer Subsidy Programme, which currently support the issuance of vouchers to 7.3 million farmers nationwide.

As the Centre advances its data and digital roadmap, there is a need to strengthen its internal technical capacity in user interface development. The engagement of the User Interface Developer Consultant is to design and implement responsive, accessible, intuitive and consistent interfaces for agricultural digital applications and services.

The User Interface Developer will provide technical expertise in interface development, reusable components, responsive design, accessibility, usability, browser and device compatibility, interface performance and UI lifecycle management. The Consultant will coordinate closely with Application Developers, Database Administrators, Webmasters, Data Scientists, Knowledge Management teams and other relevant technical stakeholders.

3.2 Specific tasks

3.2.1 User Interface Design Implementation and Component Development

- a) Translate approved requirements, wireframes, prototypes and design specifications into responsive production-ready interfaces.
- b) Develop reusable interface components, layouts, navigation elements, forms, dashboards, tables, data displays and interaction patterns.
- c) Maintain consistent interface structures and approved visual and interaction standards across digital products.
- d) Develop interfaces that are maintainable, modular and suitable for iterative enhancement.
- e) Implement responsive Design and Cross-Platform Compatibility.

3.2.2 Implement responsive interfaces for supported desktop, tablet and mobile screen sizes.

- a) Test and optimize interfaces across supported browsers, operating systems and devices.
- b) Identify and resolve layout, rendering, interaction and compatibility issues.
- c) Ensure interfaces remain usable under varying network and device conditions, including low-connectivity environments where applicable.
- d) Ensure accessibility and User Experience for PWD.
- e) Apply appropriate accessibility principles and practices to interface implementation.

3.2.3 Ensure clear navigation, readable content, meaningful labels, appropriate feedback states and usable interaction patterns.

- a) Support usability testing and incorporate validated user feedback into interface improvements.
- b) Consider the needs of users with varying levels of digital literacy and different access conditions.
- c) Work with Learning Designers and Knowledge Management teams where interface presentation supports digital learning and knowledge products.
- d) Support Application and API Integration.
- e) Integrate user interfaces with approved backend APIs and application services.

3.2.4 Implement appropriate handling of loading states, validation, errors, authentication states and user feedback.

- a) Coordinate with Application Developers and User Interface Developers on interface requirements, API contracts and integration points.
- b) Present approved analytical outputs, dashboards and data products in collaboration with Data Scientists and application teams.
- c) Escalate database and backend service issues to the responsible technical specialists rather than assuming their operational ownership.
- d) Interface Performance and Quality Assurance
- e) Optimize page rendering, assets, scripts, requests and other interface resources to improve responsiveness.

3.2.5 Conduct functional, visual, browser, device and usability testing of interfaces.

- a) Identify, document and resolve interface defects and usability issues.
- b) Support accessibility and performance validation before approved releases.
- c) Maintain accurate records of UI defects, improvements and release changes.
- d) Implement UI Development Lifecycle and Technical Documentation

3.2.6 Maintain UI source code using approved version-control and development practices.

- a) Develop and maintain component documentation, implementation notes and interface standards.
- b) Support controlled deployment and release activities in coordination with Application Developers and other technical teams.
- c) Document interface dependencies, configuration requirements and known issues.
- d) Contribute to continuous improvement of reusable components and UI development practices.

4.0 DURATION AND LOCATION OF THE ASSIGNMENT

The duration of the assignment will be three (3) calendar years. The consultant shall be contracted for an initial period of twenty-four (24) calendar months from the contract commencement date. This period is subject to extension up to the project closing date, based on project needs, availability of funds, and satisfactory performance.

The position shall be based in Nairobi, Kenya, at the Agricultural Information Resource Centre Office, with travels to participating Counties where necessary.

5.0 REPORTING REQUIREMENTS AND TIMELINES FOR DELIVERABLES

The User Interface Developer will be expected to deliver the following outputs:

Table 1: Reporting requirements

No.	Deliverables/Reports	Timelines after contract commencement	Format of Submission
1	Monthly Progress Report summarizing activities undertaken during the reporting month, level of effort, stakeholder engagements, progress against the assignment, outputs/work products developed, issues, risks, challenges and planned activities for the following month.	Monthly, throughout the contract period	Soft copy
2	Contract completion report - summarizing all the activities undertaken by the consultant during the contract period, challenges, and recommendations as to how the challenges should be addressed.	Within 14 days after the end of contract	Soft copy

All reports shall be submitted in both hard and soft copies and addressed to:

Principal Secretary,
State Department for Agriculture
Ministry of Agriculture and Livestock Development
Cathedral Road, Nairobi
P. O. Box 30028-00100,
Nairobi, Kenya.

Attention: National Project Coordinator

All reports prepared by the Consultant shall be reviewed and submitted to the Director, AIRC, with copies to the National Project Coordinator by the 7th day after the end of the reporting month

6.0 PAYMENT SCHEDULE/REMUNERATION

The User Interface Developer shall be remunerated based on a monthly rate (a consolidated amount inclusive of all costs with clearly identified applicable taxes), which will be as proposed in the financial proposal and agreed upon at contract award. Remuneration will be based on national competitive rates, commensurate with the selected candidate's area of expertise and work experience, provided he or she has satisfactorily fulfilled all requirements stipulated here-in above.

Costs incurred by the Consultant outside the head office will be reimbursed upon submission of a statement of expense and verifiable supporting documentation.

Payment shall be monthly upon submission and approval of the monthly reports.

6.0 PAYMENT SCHEDULE/REMUNERATION

The User Interface Developer shall be remunerated based on a monthly rate (a consolidated amount inclusive of all costs with clearly identified applicable taxes), which will be negotiated with the successful candidate during Negotiations.

Payment shall be monthly upon submission and approval of the monthly reports.

7.0 CONSULTANT'S QUALIFICATION AND EXPERIENCE REQUIREMENTS

- a) A minimum of a bachelor's degree in Computer Science, Software Engineering, Information Technology, Human-Computer Interaction, Interaction Design or a related field from a university/institution recognized in Kenya.
- b) At least five (5) years' demonstrable general experience in user interface/front-end development.
- c) At least three (3) years' demonstrable specific experience in responsive web/mobile interfaces, reusable components, API integration, accessibility, usability, cross-browser/device testing and interface performance optimization.

8.0 MANAGEMENT AND ACCOUNTABILITY OF THE ASSIGNMENT

The Ministry of Agriculture and Livestock Development (MoALD), State Department for Agriculture is the Client for these services. The User Interface Developer will report directly to the Director, Data and Digital Agriculture, and will work closely with the ICT team and relevant technical teams to facilitate the effective and successful implementation of the assignment.

9.0 OBLIGATIONS OF THE CLIENT

The Client will provide:

- a) Suitable furnished office space
- b) Telecommunication
- c) Transport to field assignments as and when required

The Client shall provide, free of charge, all existing information and will assist the Consultant in obtaining other relevant information and materials from governmental institutions and State authorities, where necessary. However, it is the duty of the Consultant to check the viability, quality, and suitability of this information. The information, data, and reports mentioned above will be available to the Consultant for unlimited use during the execution of the proposed services within the project.

When traveling individually on project duties, subsistence allowance shall be paid in the equivalence of the Public Service Job Group R rates. All individual travel shall be approved by the National Project Coordinator prior to the task.

10.0 OBLIGATIONS OF THE USER INTERFACE DEVELOPER

The User Interface Developer shall perform and carry out the services with all due diligence, efficiency and economy in accordance with generally accepted professional standards and practices and shall observe sound management practices.

The consultant shall always act with respect to any matter relating to this Contract or to the Services and shall at all times support and safeguard the Ministry's legitimate interests in any dealings with third parties.

The User Interface Developer has an obligation to disclose any situation of actual or potential conflict that impacts on capacity to serve the best interest of the Client, or that may reasonably be perceived as having this effect. Failure to disclose such situations may result in the disqualification of the Consultant or the termination of his/her Contract.

11.0 CONFIDENTIALITY, PROPRIETARY RIGHTS OF CLIENT IN REPORTS AND RECORDS.

All the reports, data, information, products and services developed, collected, or obtained from the implementing agencies etc., Client, and other Institutions during this exercise shall belong to the Client. No use shall be made of them without prior written authorization from the Client.

At the end of the Services, the User Interface Developer shall relinquish all data, products and services, manuals, reports and information (including the database, codes, and related documentation) to the Client and shall make no use of them in any other assignment without prior written authority from the Client.