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PROJECT AGREEMENT

BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID), AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND

Department of Economic Planning and Statistics

AN AGENCY OF THE GOVERNMENT OF Swaziland

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

[X] PROJECT DESCRIPTION ANNEX A [ ] FOREIGN CURRENCY STANDARD PROVISIONS ANNEX

[X] STANDARD PROVISIONS ANNEX [ ] SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

[ ] GENERAL AGREEMENT FOR TECHNICAL COOPERATION — DATE

[ ] ECONOMIC COOPERATION AGREEMENT — DATE

[ ] (other) — DATE

1. PROJECT/ACTIVITY NO.: 690-11-720-030.3

PAGE 1 OF ___ PAGES

2. AGREEMENT NO.: 73-S-4

3. [X] ORIGINAL OR REVISION NO. ___

4. PROJECT/ACTIVITY TITLE: Southern Africa Development Personnel and Training

5. PROJECT DESCRIPTION AND EXPLANATION: (See Annex A attached)

6. AID APPROPRIATION SYMBOL: 72-1131004

7. AID ALLOTMENT SYMBOL: 354-58-690-00-69-31

8. AID FINANCING [X] DOLLARS [ ] LOCAL CURRENCY	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total		$80,000		$80,000
(b) Contract Services		72,000		72,000
(c) Commodities				
(d) Other Costs		8,000		8,000
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT $1.00=				
(a) Total		$25,000		$25,000
(b) Technical and other Services		25,000		25,000
(c) Commodities				
(d) Other Costs				

10. SPECIAL PROVISIONS (Use Additional Continuation Sheets, if Necessary)

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This is the initial Agreement for a new project. Additional financing, if required and subject to availability of funds, will be provided in subsequent Project Agreements. All mutual commitments and special provisions are included in Annex A and Standard Provisions Annex attached.

Pursuant to M.O. 712.4 issuance of participant implementing documents under this project is waived for a period of twelve months.

11. DATE OF ORIGINAL AGREEMENT: June 19, 1973

12. DATE OF THIS REVISION:

13. [illegible]: June, 1973

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

SIGNATURE: [signature]

TITLE: Permanent Secretary

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: Charles D. Ward

TITLE: Regional Development Officer

19 Jun 73

Program office

Controller

AID DISTRIBUTION	PROJECT AGREEMENT BETWEEN AID AND	1. Project/Activity No. 690-11-720-030.3	PAGE 2 OF 6 PAGES
PRO AG CONTINUATION SHEET	Department of Economic Planning and Statistics	2. Agreement No. 73-S-4	3. [ ] Original or Revision No.
ANNEX A	AN AGENCY OF THE GOVERNMENT OF Swaziland	3. Project/Activity Title Southern Africa Development Personnel and Training	

I. BACKGROUND DESCRIPTION

As in most of Africa, one of the key constraints limiting effective development efforts by the Government of Swaziland is a critical shortage of middle and higher level manpower in both the technical and general management areas. As a result many of the development activities undertaken by Swaziland are seriously hampered by the lack of effective technical expertise in key ministries and parastatal organizations. The manpower base is stretched thin by the need to administer a wide variety of development activities; and with increasing levels of public and private assistance, the inability to adequately plan and implement development activities has become a major constraint affecting the country's absorptive capacity. Swaziland is in need of substantial numbers of staff for the top echelons of the civil service in order to strengthen the general administration of development programs.

II. OBJECTIVES

The overall objective of this project is to assist in overcoming this manpower constraint by furnishing U.S. technicians in the key positions to address key development problems. This two-year interim project will provide one such technician with the understanding that subject to the further availability of funds and project approval, up to seven positions will be provided.

III. COURSE OF ACTION

Key technicians financed by AID will fill a limited number of vital positions for an initial period of two years. In implementing the project, OSARAC in conjunction with the Government of Swaziland will emphasize the provision of personnel and training in areas in which the U.S. has particular knowledge and expertise in order to complement rather than compete with other multilateral and bilateral resources and facilities available to Swaziland.

IV. U.S. CONTRIBUTION

1. Under this Project Agreement the U.S. agrees to provide supplemental salary funds to finance the services of one technician to fill the following established position:

A. Agricultural Officer/Group Extension, Ministry of Agriculture. The Officer selected will be responsible to the Permanent Secretary for control and administration of the Group Extension Section.

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For the Cooperating Government or Agency	For the Agency for International Development

The job description is attached as Annex B to this Agreement.

2. FY 73 Funding

U.S. Personnel	(Contract)	$72,000
Participants	(direct)	8,000

V. GOVERNMENT OF SWAZILAND CONTRIBUTIONS AND COMMITMENTS

A. In support of U.S. technician provided under this Agreement, the Government of Swaziland will provide:

1. Suitable housing at the same standard as that provided for officers of the Government of Swaziland of comparable rank.
2. Hard furnishings and household appliances, including a stove, in accordance with the standards established by the Government of Swaziland for its senior employees of comparable rank and family size. In accordance with GOS policy regarding Swazi civil servants and expatriate salary supplemented personnel, the U.S. technician will be responsible for paying rent on the established civil servant rate as well as the recurrent cost of utilities.
3. Temporary lodging, if the technician arrives in Swaziland prior to the availability of suitable permanent housing or if he must remain in Mbabane prior to proceeding to permanent duty station.
4. Local salaries in accordance with the scale set for the above position.
5. Medical services as normally provided for GOS employees of comparable rank.
6. Annual holidays and leave in accordance with GOS provisions for its employees.
7. Any other special benefits, allowances, miscellaneous services, or facilities usually provided for GOS employees of comparable rank and not otherwise provided by AID contractual arrangements.

B. The Government of Swaziland agrees to provide suitable office space and secretarial services necessary to the achievement of the activities and responsibilities as outlined in the Job Description. Also, where necessary, the GOS assures the availability of vehicles for all official transportation necessary in performing these assignments.

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C. To assure successful continuity of project activities, the Government of Swaziland agrees to appoint at least one appropriately trained counterpart replacement for the technician within six months after the arrival of the technician. AID, taking into consideration the level of training of the counterpart may wish to finance additional training either in the U. S. or a third country. U. S. funding for the training of one counterpart has been included in this Agreement.

D. Pursuant to the terms of the "Standard Provisions Annex", which is part of this Agreement, the Government of Swaziland agrees to arrange for the exemption from, or for reimbursement, in respect of:

1. All duties and taxes imposed on and relating to the import of household and personal effects (including one motor vehicle) which are the property of the U. S. supplied staff or his family intended for their own personal and/or domestic use, imported by him within a period of four months of the individual's arrival at his post of assignment. If any of the above effects are sold prior to re-export the U. S. specialist will be liable to pay duty or taxes on them at appropriate rates.

2. All export duties and taxes on the above items.

3. All social security taxes, personal taxes and all direct taxes on all income of the U. S. supplied staff received from the U. S. Government either directly or indirectly.

VI. REPORTS

A. Reports by the AID Financed Technician.

The AID technician financed under this project is required to meet reporting requirements established by the Government of Swaziland. In addition he will also be required to make a special report to the Government of Swaziland not later than six months prior to the end of his tour describing his activities, evaluating his own effectiveness in performing the prescribed duties, and in training a Swazi replacement. After review by the Government of Swaziland, the latter report shall be made available to AID for purposes of project evaluation.

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B. Performance Evaluation of the AID Financed Technician.

The Government of Swaziland is responsible for the performance evaluation of the AID financed technician. Copies of this annual evaluation will be forwarded to AID. AID will not evaluate the individual's performance except as a part of the actual evaluation of the overall project.

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AGRICULTURAL OFFICER/GROUP EXTENSION

This Officer will be in charge of the Group Extension Section of the Ministry of Agriculture. He will be based in Mbabane and will be responsible directly to the Permanent Secretary.

The Section provides a common service for the Ministry as a whole and its responsibilities include:

(i) Preparation and coordination of all the Ministry's publications.

(ii) Assembling material for and production of radio broadcasts on agricultural topics.

(iii) Preparation of agricultural-extension films and arrangement of regular showings throughout the country.

(iv) Designing, producing and distributing extension aids, posters etc.

(v) Public relations activities for the Ministry and liaison with outside bodies.

(vi) Training of field staff in extension methods.

The Agriculture Officer/Group Extension will be required not only to administer the Section but to play a leading role in designing much of the material. Training and supervising local staff will be a major aspect of the duties.

QUALIFICATIONS:

Graduate degree in agriculture plus experience in agricultural extension methods. Sound practical knowledge of the preparation of visual aids and radio broadcasts is essential. Five to ten years experience gained partly in a developing country.

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AID 1330-1
(9-64)

PRO AG

PROJECT AGREEMENT

BETWEEN THE DEPARTMENT OF STATE, AGENCY FOR INTERNATIONAL DEVELOPMENT (AID), AN AGENCY OF THE GOVERNMENT OF THE UNITED STATES OF AMERICA, AND

THE MINISTRY OF FINANCE AND ECONOMIC PLANNING

AN AGENCY OF THE GOVERNMENT OF SWAZILAND

The above-named parties hereby mutually agree to carry out a project in accordance with the terms set forth herein and the terms set forth in any annexes attached hereto, as checked below:

- [ ] PROJECT DESCRIPTION ANNEX A
- [ ] FOREIGN CURRENCY STANDARD PROVISIONS ANNEX
- [x] STANDARD PROVISIONS ANNEX
- [ ] SPECIAL LOAN PROVISIONS ANNEX

This Project Agreement is further subject to the terms of the following agreement between the two governments, as modified and supplemented:

- [ ] GENERAL AGREEMENT FOR TECHNICAL COOPERATION — DATE
- [ ] ECONOMIC COOPERATION AGREEMENT — DATE
- [ ] (other) — DATE

1. PROJECT/ACTIVITY NO. 690-11-720-030.3

PAGE 1 OF 9 PAGES

2. AGREEMENT NO. 74-S-9

3. [X] ORIGINAL OR REVISION NO. ____

4. PROJECT/ACTIVITY TITLE

Southern Africa Development Personnel and Training

5. PROJECT DESCRIPTION AND EXPLANATION

(See Annex A attached)

6. AID APPROPRIATION SYMBOL: 72-11X1025

7. AID ALLOTMENT SYMBOL: 425-52-690-00-69-41

8. AID FINANCING [X] DOLLARS [ ] LOCAL CURRENCY	PREVIOUS TOTAL (A)	INCREASE (B)	DECREASE (C)	TOTAL TO DATE (D)
(a) Total		144,000		144,000
(b) Contract Services		144,000		144,000
(c) Commodities				
(d) Other Costs				
9. COOPERATING AGENCY FINANCING - DOLLAR EQUIVALENT $1.00 = R0.67				
(a) Total		44,000 (est.)		44,000 (est.)
(b) Technical and other Services	(Local salary and in-kind contribution in accordance Section III)			
(c) Commodities				
(d) Other Costs				

10. SPECIAL PROVISIONS *(Use Additional Continuation Sheets, if Necessary)*

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11. DATE OF ORIGINAL AGREEMENT: April 24, 1974

12. DATE OF THIS REVISION:

13. ESTIMATED FINAL CONTRIBUTION DATE: March 31, 1977

14. FOR THE COOPERATING GOVERNMENT OR AGENCY

SIGNATURE: [signature] DATE: 24/4/74

TITLE: Permanent Secretary
Ministry of Finance & Economic Planning

15. FOR THE AGENCY FOR INTERNATIONAL DEVELOPMENT

SIGNATURE: Charles T Ward DATE: 24 Apr '74

TITLE: Regional Development Officer

AID 1000-1A (5-63)

PROAG CONTINUATION SHEET

ANNEX ____

PROJECT AGREEMENT
BETWEEN AID AND
The Ministry of Finance and Economic Planning

AN AGENCY OF THE GOVERNMENT OF
Swaziland

1. Project/Activity No. 690-11-720-030.3

2. Agreement No. 74-S-9

3. Project/Activity Title
Southern Africa Development Personnel and Training

PAGE 2 OF 9 PAGES

3. [X] Original or Revision No. ____

I. Background

This is a subsequent Agreement to Project Agreement 73-S-4 of the same title dated 19 June 1973. Paragraphs I, II, and III of the Project Agreement 73-S-4 give the basic description and purpose of the project and are incorporated herein by reference. The purpose of this Agreement is to finance the services of two (2) additional U.S. specialists to give further assistance in carrying out project objectives.

II. U.S. Contribution

Under this Project Agreement, the U.S. will provide supplementary salary funds for the services of two (2) technicians to fill the following established positions:

A. Agricultural Loan Appraisal Officer in the Swaziland Development and Savings Bank (SDSB). The job description is included an an Annex to this Agreement.

B. Land Development Officer (Soil Conservation Officer) in the Ministry of Agriculture. This officer will assume full control of the Ministry's Soil Conservation Section in accordance with the job description included as an Annex to this Agreement.

AID hereby obligated the sum of $144,000 in FY 1974 funds for the supplementary salary, recruitment, and U.S. administrative costs of the above positions for an initial period of two years each.

III. Government of Swaziland Contributions and Commitments

A. In support of U.S. technical personnel provided under this Agreement, the Government of Swaziland will provide:

1. Suitable housing for the two personnel at the same standard as that provided for officers of the Government of Swaziland of comparable rank.

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2. Hard furnishings and household appliances, including a stove, for all technicians financed under this Agreement in accordance with the standards established by the Government of Swaziland for its senior employees of comparable rank and family size. In accordance with GOS policy regarding Swazi civil servants and expatriate salary supplemented personnel, the U.S. technical personnel will be responsible for paying rent at the established civil servant rate as well as the recurrent cost of utilities.

3. Temporary lodging costs, if the technical personnel arrive in Swaziland prior to the availability of suitable permanent housing or if they must remain in Mbabane prior to proceeding to permanent duty station, will be fully paid by the GOS for the entire period personnel must remain in such temporary quarters.

4. Local salaries in accordance with the scale set for the above positions.

5. Medical services as normally provided for GOS employees of comparable rank.

6. Annual holidays and leave in accordance with GOS provisions for its employees.

7. Any other special benefits, allowances, miscellaneous services, or facilities usually provided for GOS employees of comparable rank and not otherwise provided by AID contractual arrangements.

B. The Government of Swaziland agrees to provide suitable office space and secretarial services necessary to the achievement of each technician's activities and responsibilities as outlined in the job descriptions. Also, where necessary, the GOS assures the availability of vehicles for all official transportation necessary in performing these assignments.

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C. To assure successful continuity of project activities, the Government of Swaziland agrees to appoint at least one appropriately trained counterpart replacement for each technician within six months after the arrival of the technician. AID, taking into consideration the level of training of the counterparts and subject to the availability of funds, may wish to finance additional training either in the U.S. or a third country.

D. Pursuant to the terms of the "Standard Provisions Annex" which is part of this Agreement, the Government of Swaziland agrees to arrange for the exemption from, or for reimbursement, in respect of:

1. All duties and taxes imposed on and relating to the import of household and personal effects (including one motor vehicle) which are the property of each member of the U.S. supplied staff or his family intended for their own personal and/or domestic use, imported by him within a period of four months of the individual's arrival at his post of assignment. If any of the above effects are sold prior to re-export, the U.S. specialists will be liable to pay duty or taxes on them at appropriate rates.

2. All export duties and taxes on the above items.

3. All social security taxes, personal taxes and all direct taxes on all income of the U.S. supplied staff received from the U.S. Government either directly or indirectly.

IV. Reports and Evaluation

A. Reports by AID Financed Technicians. AID financed technical personnel under this project are required to meet reporting requirements established by the Government of Swaziland. In addition they will also be required to make a special report to the Government of Swaziland not later than six months prior to the end of each tour describing their activities, and evaluating their own effectiveness in performing the prescribed duties of the position and in training a Swazi

replacement. After review by the Government of Swaziland, the latter report shall be made available to AID for purposes of project evaluation.

B. Performance Evaluation of AID Financed Technicians. The GOS is responsible for the performance evaluation of each AID financed technician. Copies of these annual evaluations will be forwarded to AID. AID will not evaluate the individual's performance except as a part of the actual evaluation of the overall project.

C. Project Evaluation. As a means to assist subsequent project evaluation a simplified logical framework matrix will be prepared at an appropriate time after the entrance on duty of each technician. The matrix will be prepared jointly among USAID, the appropriate host government representative, and the technician and will:

a) state a clearly defined purpose or objective;

b) indicate intended results within a specified time period;

c) identify the inputs (e.g., U.S. staff, participant training and host country support) more specifically; and,

d) establish benchmarks for measuring progress.

In this way an assessment of the project's progress and some measure of its more lasting accomplishments can be made.

Annexes:

A. Standard Provisions

B. Job Description for Agricultural Loan Appraisal Officer

C. Job Description for Land Development Officer (Soil Conservation Officer)

AID 1330-1B (8-63)	PROJECT AGREEMENT BETWEEN AID AND	1. Project/Activity No.
PROAG STANDARD PROVISIONS ANNEX	AN AGENCY OF THE GOVERNMENT OF	2. Agreement No.
		3. ☐ Original or Revision No.

A. As used herein, the term "AID" refers to the Agency for International Development, any component agency, or any successor agency. References to "this Project Agreement" shall mean the original Project Agreement as modified by any revisions which have entered into effect.

B. (1) AID will make available the amounts specified in Block 8 of this Project Agreement, as necessary for the project, for use for the designated purposes and as may be further described in Annex A, as required by Block 5 hereof. In addition, as may be further specified in Annex A, AID will, subject to the availability of funds and (where required by AID procedures) as provided for in Project Implementation Orders (PIOs) issued by AID in accordance with its procedures, make available funds (a) to pay costs of furnishing technical services to be performed by United States Government employees in connection with the project, (b) to pay a share of the costs of providing training outside the cooperating country in connection with the project for qualified persons from the cooperating country, and (c) to pay such additional costs as may be specified.

(2) The Cooperating Government Agency will make available the amounts specified in Block 9 of this Project Agreement, as necessary for the project, for use for the designated purposes and as may further be described in Annex A. The Cooperating Government Agency will also make, or arrange to have made, additional contributions of property, services, facilities and funds required for carrying out the project as may be specified in Annex A, or as may subsequently be agreed upon by the two parties.

C. AID and the Cooperating Agency may obtain the assistance of other public and private agencies in carrying out their respective obligations under this Project Agreement. The two parties may agree to accept contributions of property, services, facilities and funds for purposes of this Project Agreement from other public and private agencies, and may agree upon the participation of any such third party in carrying out activities under this Project Agreement.

D. AID shall not be required to make any contribution after the expiration of six months following the estimated final contribution date (Block 13 of the Project Agreement form AID 1330-1) or any amended final contribution date specified herein. Except as otherwise specified herein or subsequently agreed by the parties, all contributions of the Cooperating Agency pursuant to this Project Agreement shall be made on or before said estimated termination date, or amended date. A contribution of goods or services shall be considered to have been made when the goods or services, provided or financed by the contributing party, are delivered in accordance with commercial practice.

E. The procurement of commodities and contract services to be financed in whole or in part by AID may (where so required by AID procedures) be undertaken only pursuant to PIOs issued by AID in accordance with its procedures.

F. Unless otherwise specified in the applicable PIO, the procurement of commodities financed with the AID contribution referred to in Block 8 of this Project Agreement shall be subject to the provisions of AID Regulation 1.

G. Unless otherwise specified in the applicable PIO, title to all property procured through financing by AID pursuant to Block 8(c) of this Project Agreement shall be in the Cooperating Agency, or such public or private agency as it may authorize. This provision is inapplicable to any property which may be used in connection with the project but is not financed pursuant to said Block 8(c).

H. Any property furnished to either party through financing by the other party pursuant to this Project Agreement shall, unless otherwise agreed by the party which financed the procurement, be devoted to the project until completion of the project, and thereafter shall be used so as to further the objectives sought in carrying out the project. Either party shall offer to return to the other, or to reimburse the other for, any property which it obtains through financing by the other party pursuant to this Project Agreement which is not used in accordance with the preceding sentence.

I. (1) If AID and any public or private organization furnishing commodities through AID financing for operations hereunder in the cooperating country, is, under the laws, regulations or administrative procedures of the cooperating country, liable for customs duties and import taxes on commodities imported into the cooperating country for purposes of carrying out this Project Agreement, the Cooperating Agency will pay such duties and taxes unless exemption is otherwise provided by any applicable international agreement.

(2) If any personnel (other than citizens and residents of the cooperating country), whether United

States Government employees, or employees of public or private organizations under contract with, or individuals under contract with, AID, the Cooperating Agency or any agency authorized by the Cooperating Agency, who are present in the cooperating country to provide services which AID has agreed to furnish or finance under this Project Agreement, are, under the laws, regulations or administrative procedures of the cooperating country, liable for income and social security taxes with respect to income upon which they are obligated to pay income or social security taxes to the Government of the United States of America, for property taxes on personal property intended for their own use, or for the payment of any tariff or duty upon personal or household goods brought into the cooperating country for the personal use of themselves and members of their families (not including such personal or household goods as may be sold by any such personnel in the cooperating country), the Cooperating Agency will pay such taxes, tariff, or duty unless exemption is otherwise provided by any applicable international agreement.

J. Any personnel (other than citizens and residents of the cooperating country), whether United States Government employees, or employees of public or private organizations under contract with, or individuals under contract with, AID, the Cooperating Agency or any agency authorized by the Cooperating Agency, who are present in the cooperating country to provide services which AID has agreed to furnish or finance under this Project Agreement shall be subject to the approval of the Cooperating Agency and AID, and shall be under the general direction of the Director of the Mission to the cooperating country.

K. If any commodity is furnished to the Cooperating Agency, or any public or private agency authorized by the Cooperating Agency, on a grant basis through financing by AID pursuant to this Project Agreement under arrangements which will result in the accrual of proceeds to the Cooperating Agency or any authorized agency and if the applicable agreement between the two governments referred to on the first page of this Project Agreement does not provide for the establishment of a Special Account and the deposit therein of currency of the cooperating country, the Cooperating Agency will make such arrangements as may be necessary to establish a Special Account and to deposit therein currency of the cooperating country in amounts equal to such proceeds, in accordance with such terms and conditions as may be agreed upon. Funds in the Special Account may be used only as agreed upon by AID and the Cooperating Agency; provided, that such portion of the funds in the Special Account as may be designated by AID shall be made available to AID to meet the requirements of the United States.

L. The Cooperating Agency will make such arrangements as may be necessary so that funds introduced into the cooperating country by AID or any public or private agency for purposes of carrying out obligations of AID hereunder shall be convertible into currency of the cooperating country at the highest rate which, at the time the conversion is made, is not unlawful in the cooperating country.

M. AID shall expend funds and carry on operations pursuant to this Project Agreement only in accordance with the applicable laws and regulations of the United States Government.

N. The two parties shall have the right at any time to observe operations carried out under this Project Agreement. Either party during the term of the Project and three years after the completion of the project, shall further have the right (1) to examine any property procured through financing by that party under this Project Agreement, wherever such property is located, and (2) to inspect and audit any records and accounts with respect to funds provided by, or any properties and contract services procured through financing by, that party under this Project Agreement, wherever such records may be located and maintained. Each party, in arranging for any disposition of any property procured through financing by the other party under this Project Agreement, shall assure that the rights of examination, inspection and audit described in the preceding sentence are reserved to the party which did the financing.

O. Upon completion of the project, a Completion Report shall be drawn up, signed by appropriate representatives of AID and the Cooperating Agency, and submitted to AID and the Cooperating Agency. The Completion Report shall include a summary of the actual contributions by both AID and the Cooperating Agency to the project, and shall provide a record of the activities carried out, the objectives achieved, and related basic data. AID and the Cooperating Agency shall each furnish the other with such information as may be needed to determine the nature and scope of operations under this Agreement and to evaluate the effectiveness of such operations.

P. The present Agreement shall enter into force when signed. Either party may terminate this Project Agreement by giving the other party 30 days written notice of intention to terminate it. Termination of this Project Agreement shall terminate any obligations of the two parties to make contributions pursuant to Blocks 8 and 9 of this Project Agreement, except for payments which they are committed to make pursuant to non-cancellable commitments entered into with third parties prior to the termination of the Project Agreement. It is expressly understood that the obligations under paragraph H relating to the use of property shall remain in force after such termination.

JOB DESCRIPTION

Position:- Agricultural Loan Appraisal Officer, Swaziland Development and Savings Bank (SDSB)

Qualifications:- Degree in Agriculture with some emphasis on Economics.

Experience:- At least three years in Evaluating Applications for Agricultural Credit in Sub-tropical Areas.

Job Description:-

1. To evaluate Agricultural Loan Applications throughout Swaziland. Main items involved:- Cotton, Maize, Tobacco, Ground Nuts, Wheat, Rice, Vegetables, Pineapples, Citrus, Avocados, Bananas, Granadillas, Forestry, Cattle (Beef and Dairy), Poultry, and Pigs.

2. To inspect projects which have been financed and recommend Bank action, e.g., extend loan, vary crop programme, call up loan.

3. To value security offered to the Bank.

4. To supervise and train Bank's Credit Advisers. These staff members are trained in Agriculture and are posted throughout Swaziland.

5. To liaise with Government Departments on areas of mutual interest, e.g., Ministry of Agriculture.

6. To control the granting of agricultural credit.

JOB DESCRIPTION

Position:- Land Development Officer (Soil Conservation Officer)

The officer will assume full control of the Ministry of Agriculture's Soil Conservation Section which consists of five Construction Units together with Workshops and Stores.

The incumbent should have a recognized degree in one of the following: Conservation Engineering, Agricultural Engineering, Engineering of Agriculture (if combined with post graduate training in soil and water conservation). He should have at least five years of practical experience in the supervision and control of heavy earthmoving plant and equipment for constructing earth dams, roads, bridges, weirs, conservation terraces, canals, irrigation structures, etc. Experience in land clearance and development would be an advantage.

This officer must be physically rugged and able and willing to spend a large part of his time in the field. Consequently, the preferred age limit is 50, though full consideration will be given to older persons whose vigor can be demonstrated.

Probable Post: Manzini, Swaziland.

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