

Gunmen Attack Pakistan Consulate with Hand Grenade in Herat

HEART - Unknown gunmen attacked the Pakistani consulate in western Herat province of Afghanistan late on Saturday afternoon. The incident took place around 6:00 pm local time after gunmen riding motorcycles hurled a hand grenade at the consulate located at the Mamoriat

square in Herat city. According to the eyewitnesses in the area, the grenade hit a check post providing security to the consulate. The Pakistani Foreign Office officials have confirmed that no casualties were incurred to consulate staff. The officials further

added that the Afghan officials have been requested to launch an investigation in connection to the incident. No group including the Taliban militants has so far claimed responsibility behind the incident. Herat is among the relatively peaceful provinces in western Afghanistan



however the anti-government armed militant groups are actively operating a number of its remote districts. (KP)

Police Seize Huge Quantity of Narcotics

TALUQAN/LASHKARGAH - Police in different operations have seized around one-and-a-half tonnes of narcotics and detained seven alleged smugglers in northern Taluqan and southern... (More on P4)... (12)

Police Operation Kills 4 Militants in Kapisa

MAHMOO RAQI - At least four Taliban insurgents including a commander were killed in a special operation of police forces in north-eastern Kapisa province, local officials said on Saturday. The... (More on P4)... (13)

40 Killed in Nimroz Accidents Last Year

ZARANJ - Forty persons have been killed and around 100 others wounded in traffic accidents last year in south-western Nimroz province, an official said. Cap. Mohammad Zarin, the traffic department director, said 2014 saw 27 passengers dying and 45 sustaining injuries in traffic mishaps. He said... (More on P4)... (14)



Islamic Republic of Afghanistan
Ministry of Rural Rehabilitation & Development (MRRD)
Change Management Unit (CMU)

Request for Expressions of Interest (REoI) For International Individual Consultant: Change Management Advisor
 (Reference # MRRD/CMU/IC01)

Country: Afghanistan
Ministry: Ministry of Rural Rehabilitation & Development (MRRD)
Type: International Individual Consultant
Project ID: P 117103 NSP (MRRD/Change Management)
Grant #: AF098459-AF
Issue Date: 05th January 2015
Closing Date: 19th January 2015

I. General Introduction:

MRRD's ultimate goal is to reduce poverty in the rural areas of Afghanistan, where three-quarters of the Afghan population live, many of them in severe poverty. Through its actions, MRRD aims to pave the way for other actors, including Government, civil society and the private sector, to complement its endeavours.

The development context in which MRRD works is set out in the Afghanistan National Development Strategy (ANDS), expanded in the Agriculture and Rural Development Sector Strategy (ARDSS), and expressed in programmatic terms through four National Priority Programs (NPPs) in which the Ministry is directly involved via the Agriculture and Rural Development (ARD) Cluster of Government ministries (of which the MRRD Minister is Coordinator).

II. Change Management within the MRRD

To respond to the need to provide sustainable services, MRRD recognises the need to move away from the programmatic operational mode to mainstreaming its core functions within its directorates and field offices. This will bring in both efficiency and effectiveness in the long run, and help reduce the reliance on contract staff and transform MRRD to a ministry operated and managed by its civil servants. The latter can only be achieved by investing in skills development of the existing and possibly new civil servants through a Change Management process and bringing contract staff onto the "tashkeel" (Afghan civil service) through the defined 'Capacity Building for Results (CBR)' process initiated by the World Bank.

Complete for Change Management within the MRRD is available at NSP, MRRD, and ARDS websites.

III. Roles & Responsibilities for the Consultant

- Support the Change Management Unit in the procurement of these international

management and technical consulting firms, including assistance with selection process, such reviewing the expressions of interest, technical and financial proposals, and peer reviewing the evaluation reports prepared by the recruitment committees.

- Once contracted, help the Change Management Unit to manage these contracts, including the reviewing the approaches or methodologies being taken by these firms in the organizational review of the MRRD, providing technical feedback on consultants' outputs at various stages, and clearing the final reports.

Complete for responsibilities is available at NSP, MRRD, and ARDS websites.

IV. Time Schedule

The assignment is expected to start in April 2015 for a period of 24 continuous months, with possibility of extension by mutual agreement, subject to proven performance.

V. Qualification Requirements

Academic Qualifications

Master's degree in Social Sciences, Development Studies, Programme Management, Business Administration, Public Administration, International Development, Organizational Development, Change Management or related discipline is required.

Work Experience

- A minimum of 8 years of direct working experience in senior managerial or advisory positions is required.

Complete for work experience is available at NSP, MRRD, and ARDS websites.

VI. Other Requirements

- A good understanding and proven application of all technical aspects of planning and program management and other related tools and mechanisms;
- Working knowledge of development issues.

Complete for other requirements are available at NSP, MRRD, ARDS websites.

Expressions of interest (EoIs) must be delivered to the address below or by E-Mail to the ID shown below no later than 1400 hours local time on 19th January 2015. The subject line (of the email or the cover letter if submitted in person) should refer to the position being applied both by title and by the reference number stated in this document. Note: No telephone inquiries will be entertained. Address of Focal Person for Enquires and Submission of EoIs:

Attn: Sayed Ahamad Khanzada, Procurement Department, National Solidarity Programme (NSP),

akhazada@nspafghnaistan.org
 cc: wahidullah.raufi@mrrd.gov.af and cc: mukhtar.ghafarzoy@mrrd.gov.af

Ministry of Rural Rehabilitation and Development (MRRD), Afghanistan
 Tashkilat Street, Darul Aman Road, Kabul, Afghanistan
 Mobile: +93 (0) 700 20 0883
 Website: www.mrrd.gov.af www.nspafghanistan.org

Outlook Horoscope

Aries (Mar. 22-Apr.20)

Your current dependency on others makes you feel uneasy since you usually take pride in your self-sufficiency. But today's nurturing Cancer Full Moon lands in your 4th House of Security, reminding you how much you need people in your life. You must find a way to balance your love of freedom with your desire for healthy relationships.

Taurus (Apr.21-May 20)

The most trivial conversation today could suddenly turn into a discussion about your most significant aspirations in life. In fact, all subjects are fair game now with the Cancer Full Moon spotlighting your 3rd House of Communication. However, her opposition to the powerful Sun-Pluto combination in your 9th House of Big Ideas requires you to connect your current situation with your larger goals.

Gemini (May 21-June 20)

Finances may present a problem now, unless you stop to handle a sticky situation before it grows out of hand. Fortunately, you can prevent a possible fiscal mess by cutting back on your expenses to bring them more into alignment with your current resources. The cautious Cancer Full Moon's presence in your 2nd House of Money indicates that a little prudence is wise at this time.

Cancer (June 21-July 20)

You don't like it when someone is overly insistent; you can feel the pressure in your gut and it just makes you want to push back harder or withdraw into your shell. Your emotions are at high tide while today's powerful Full Moon floods your 1st House of Self. But others see through your veneer now even if you try to hide your annoyance.

Leo (July 21-Aug. 21)

Your imagination is in full bloom now and it's nearly impossible to keep your colorful fantasies from growing out of control. Although the Cancer Full Moon emphasizes your 12th House of Escapism, you can prevent losing touch with reality today by focusing on chores that have been left undone. Thankfully, it's not necessary to do everything at once, even if you are so inclined.

Virgo (Aug. 22-Sep 22)

You can create something of lasting value today, even if this is a day of rest. The Cancer Full Moon brightens your 11th House of Community, prompting you to enjoy the magic of a spontaneous moment with friends; all you need to do is give yourself permission to have fun. Supervising recreational activities with children may prove to be just as enjoyable for you as it is for them.

Libra (Sep 23-Oct. 22)

You're torn between taking care of your own personal needs and making sure that others are having a nice time. Of course, you Libras make the most gracious hosts and hostesses, but it might feel like the current situation is an either-or proposition, as if there isn't enough happiness to go around. The Cancer Full Moon in your public 10th House of Responsibility opposes the Capricorn Sun in your private 4th House of Foundations.

Scorpio (Oct.23-Nov.22)

It really could be a lovely day in the neighborhood if you're willing to stick close to home today. You might just learn something enlightening about yourself or your loved ones by resisting the temptation to leave the nest while the Cancer Moon lights up your 9th House of Faraway Places.

Sagittarius (Nov.23-Dec.20)

Handling criticism isn't easy for anyone, but it can be exceptionally tough on you Archers when your sunny optimism is cast in the shadows of doubt. The Cancer Full Moon shining in your 8th House of Deep Sharing reflects your uncharacteristic emotional intensity. You won't be satisfied today unless you schedule time to sink into the unknown watery realms. Thankfully, you don't have to take this journey alone.

Capricorn (Dec.21-Jan19)

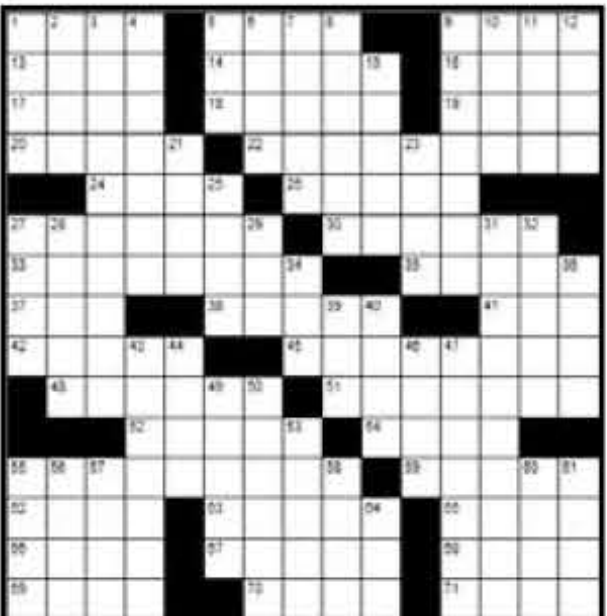
You have the capability to effectively tailor your actions to produce specific results today because you can intuitively feel the energy of others. Unfortunately, too much analysis now only gets in your way while the receptive Cancer Full Moon meanders through your 7th House of Relationships. Worrying about how others perceive you is stressful and it's unfeasible to think that you can control all the emotional variables at this time.

Aquarius (Jan 20-Feb.18)

Although some of your craziest fantasies have practical applications now, it may require a fair amount of patience to figure out how best to realize your dreams. No matter how far out your imagination takes you today, the Cancer Full Moon's presence in your 6th House of Self-Improvement allows the thoughts to unfold without negative judgment.

Pisces (Feb.19-Mar.20)

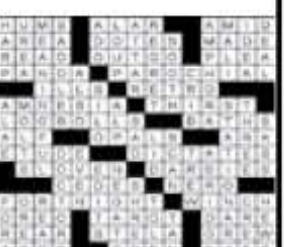
Turning the day into a spiritual retreat seems like an idea that's very close to your heart, yet you're afraid it might disappear with the flash of a frown if you discuss it with someone else. However, you might be quite surprised when your friend or partner responds with a smile and a twinkle in the eye instead of the negativity you expect.



Across
 1. Lather, 5. Close, 9. Man, 13. Again, 14. Keyboard instrument, 16. Many millennia, 17. Location, 18. Crown, 19. Alumnus, 20. Precipitous, 22. Iotas, 24. Resorts, 26. Negatively charged particle, 27. Kneecap, 30. Free, 33. Scaremonger, 35. Curses, 37. Toss, 38. Anagram of "Amend", 41. Liveliness, 42. Quietens, 45. Flogger, 48. Intensity, 51. A baby's room, 52. A French dance, 54. G G G G, 55. Adjuvants, 59. Gladden, 62. Stinging remark, 63. Queues, 65. God of love, 66. Wicked, 67. Barges, 68. Knights, 69. Sort, 70. Sea eagle, 71. Achy

Down
 1. Back talk, 2. Module, 3. Abhorrent, 4. Cleaning device, 5. Excluding, 6. Anagram of "Sire", 7. Small terrestrial lizard, 8. Eager, 9. Deep purplish red, 10. Relating to aircraft, 11. Give temporarily, 12. Terminates, 15. Point of greatest despair, 21. Inside of your hand, 23. Incite, 25. Slender, 27. Gloomy atmosphere, 28. Not silently, 29. An Old Testament king, 31. Showman, 32. Contemptuous look, 34. Explosive, 36. Agile, 39. A very long period, 40. Medication, 43. Readable, 44. Petty quarrel, 46. Tall woody plant, 47. Futile, 49. Iniquities, 50. Beginner, 53. Adult male singing voice, 55. Assist in crime, 56. A pioneer in electrochemistry, 57. Trickle, 58. Stitched, 60. Unit of pressure, 61. Being, 64. South southeast

Yesterday's Solution



about, adjust, alert, allow, chain, class, collection, column, deliver, drive, excite, hats, hour, humid, later, local, lust, match, money, muse, night, orbit, overtime, panther, parade, period, plasma, point, really, result, retail, right, robin, skate, sleet, tell, today

