

## NOTICE OF CONTRACT OF SERVICE VACANCY

April 03, 2025

Position Title : **One (1) Project Technical Specialist - Contract of Service**

Contract Duration : **Actual Start Date until June 30, 2025**

Salary : **PHP 52,272.00 per month**

Project : **PIDS In-house Project titled “How Successful was the Philippine Technology Transfer Act in Commercializing Publicly funded R&D: The Case of Agrifood System Innovations”**

### Qualifications:

- At least Bachelor’s Degree in economics, development studies, social sciences, agriculture or any related fields
- Four (4) hours of relevant training
- One (1) year of relevant experience in agricultural research

### Scope of Work:

Under the guidance and technical oversight of a PIDS Research Fellow who serves as the Project Director, the Project Technical Specialist is expected to work with the Project Team and undertake the following tasks/activities:

1. Assist in the conduct of research activities necessary under the project.
2. Conduct review of related literature on the existing policies related to science and technology commercialization.
3. Collaborate with the Project Director and other team members in developing data collection instruments.
4. Assist in the preparation of the guide questions for the primary data collection such as key-informant interviews and/or focus group discussions.
5. Conduct primary data collection, as necessary, regarding research and development initiatives of RA 10055.
6. Prepare survey questionnaire using a free common software such as Kobo Toolbox.
7. Assist in the data cleaning and processing of data collected from survey questionnaires and other datasets.
8. Assist in analyzing datasets and produce descriptive analyses on the processed datasets.
9. Process and analyze the qualitative information collected from the key informant interview sessions and focus group discussions as necessary.
10. Support the writing of reports and other deliverables for this and related projects.
11. Other duties as may be assigned by the Project Director.

### Requirements:



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1. Application letter addressed to PIDS President
2. Certificate of Civil Service Eligibility/ PRC  
- Optional
3. Performance Evaluation from the last rating period  
(if coming from another government agency)
4. Personal Data Sheet
5. PIDS Information Sheet
6. Training Certificates
7. Transcript of Records
8. Updated Resume/CV
9. Work Experience Sheet

Interested and qualified applicants may submit their requirements at <https://recruitment.pids.gov.ph/>. Incomplete documents will not be processed. Specific details related to this Contract of Service will be discussed during the interview.

**Deadline** : **April 10, 2025**

**Philippine Institute for Development Studies**

**TERMS OF REFERENCE**

**ONE (1) PROJECT TECHNICAL SPECIALIST**

**(Contract of Service)**

for the

**PIDS In-house Project titled “How Successful was the Philippine Technology Transfer Act in Commercializing Publicly funded R&D: The Case of Agrifood System Innovations”**

**1. Background and Rationale**

The PIDS 2020-2025 research agenda (Lamberte et al. 2019) observed that the Philippines was taking positive steps towards knowledge and innovation-based growth, but that stronger policies and incentives are needed to attract investments in research and development (R&D) as well as science and technology (S&T) for competitiveness. In relation to agriculture, total factor productivity deteriorated between 2007 and 2022, falling by 2.5 percent, compared with improvements for Thailand (9.5 percent), Vietnam (27.1 percent), and Indonesia (43.2 percent). Contributing to this decline in productivity are meager R&D investments, leading to relatively few new technologies developed; together with low adoption of new technologies that are developed, domestically and abroad. This applies to the economy as a whole, and the agrifood system in particular.

Technology adoption has also remained low despite availability of government-supported agricultural innovations. A 2022 Philippine Statistics Authority (PSA 2023) survey revealed that, of two key technologies disseminated by Philippine Rice Research Institute (PhilRice) of the Department of Agriculture (DA), only 38 percent adopted PalayCheck, and only 24 percent adopted integrated pest management (IPM). Baconguis (2023) highlighted that barriers to technology adoption include the effectiveness of research extension services and farmers' decisions influenced by the perceived productivity of the technology, such as increased yield, in their farming practices.

To address gaps in technology transfer and commercialization, the Philippine Technology Transfer Act of 2009 or Republic Act 10055 (RA 10055) was enacted. This law paved the way for standardized technology transfer processes, bridge commercialization gaps, and incentivize individuals and research institutions to drive innovation and economic growth. Despite fifteen years of implementation, there has yet to be a systematic assessment of the success or shortcomings of the technology commercialization program of government. On the contrary, misconceptions about the program and its legal framework abound.

This study aims to address the need for an assessment of the impact of RA 10055 on accelerating S&T commercialization in the agrifood system. It seeks to examine the law's implementation, existing institutional frameworks for S&T commercialization, and economic

incentives for R&D investments. By assessing the law's effectiveness, the study will be able to provide evidence-based policy recommendations towards enhance technology transfer mechanisms, and stimulate innovation in the agrifood system.

In this regard, the PIDS seeks to engage the services of a Contract of Service (COS) worker as Project Technical Specialist to assist the Project Leader in the conduct of the study.

## **2. Objectives of the Study**

The overall objective of the study is to assess the effectiveness of RA 10055 Philippine Technology Transfer Act in commercializing publicly-funded R&D initiatives.

Specifically:

- Describe the progress of implementing RA 10055 since its passage in 2010.
- Elaborate the institutional frameworks and systems adopted by different GFAs and RDIs in implementing RA 10055.
- Measure the economic returns and ascertain the economic incentives of technology licensees on investing in R&D commercialization?
- Assess the effectiveness of RA 10055 in stimulating innovation, disseminating and promoting new agricultural technologies.
- Provide policy recommendations to policymakers, legislators, and other stakeholders on agrifood technology commercialization.

## **3. Scope of Work, Deliverables, and Schedule of Payment Releases**

Under the guidance and technical oversight of a PIDS Research Fellow who serves as the Project Director, the Project Technical Specialist is expected to work with the Project Team and undertake the following tasks/activities<sup>1</sup>

1. Assist in the conduct of research activities necessary under the project.
2. Conduct review of related literature on the existing policies related to science and technology commercialization.
3. Collaborate with the Project Director and other team members in developing data collection instruments.
4. Assist in the preparation of the guide questions for the primary data collection such as key-informant interviews and/or focus group discussions.
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6. Prepare survey questionnaire using a free common software such as Kobo Toolbox.
7. Assist in the data cleaning and processing of data collected from survey questionnaires and other datasets.

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<sup>1</sup> If the COS staff needs to undertake physical/face-to-face interviews and data collection and related activities, the COS staff has to ensure compliance with existing and future policies, rules, and resolutions as may be issued by concerned government agencies pertaining to health and safety.

8. Assist in analyzing datasets and produce descriptive analyses on the processed datasets.
9. Process and analyze the qualitative information collected from the key informant interview sessions and focus group discussions as necessary.
10. Support the writing of reports and other deliverables for this and related projects.
11. Other duties as may be assigned by the Project Director.

The COS worker shall submit an Accomplishment Report, daily time record and all required outputs in accordance with this Terms of Reference, subject to the verification, acceptance and approval of the concerned Project Director every end of the cut-off period from the effectivity of the Contract. The cut-off for payment of services rendered is every 15th and end of the month. All required documents to facilitate the processing of payment should be submitted not later than two (2) working days after the cut-off period.

#### 4. Work Arrangement

The COS worker is required to work forty (40) hours weekly from Monday to Thursday on a flexitime arrangement where the COS worker is allowed to report to work not earlier than 7:00 AM and end not later than 7:00 PM. The COS worker must also comply with the core time at PIDS from 9:00 AM to 4:00 PM which means that reporting for work later than 9:00 AM or leaving work earlier than 4:00 PM shall be considered tardiness and undertime, respectively. They may also be required to render overtime in case of urgent work.

The COS worker is required to report to the office twice weekly at the PIDS Office, 18F Three Cyberpod Centris – North Tower, EDSA cor. Quezon Avenue, Quezon City. Shared office space and equipment will be provided to the COS worker when reporting to the office onsite subject to availability and to be determined by AFD/ICTSD. Specific days of the week of onsite reporting and workspace are to be determined by the immediate supervisor. The said schedule of onsite reporting must be submitted to AFD upon confirmation of the start date of the COS worker. AFD will provide information on the available workspaces. Absences, tardiness and undertime incurred by COS worker shall be deducted against his/her total compensation for the applicable period.

The COS worker must have his/her own laptop/desktop with up-to-date anti-virus software for the duration of the contract. If the COS worker does not have said laptop/desktop, daily on-site reporting at the PIDS office is required, wherein a shared workspace and equipment will be arranged, as determined by their immediate supervisor. PIDS may provide an office-issued laptop/desktop if units are available in the PIDS-ICTSD laptop pool and in accordance with the guidelines for the issuance of computers to COS workers.

#### 5. Minimum Qualifications

Education	At least <b>Bachelor’s Degree</b> in economics, development studies, social sciences, agriculture or any related fields;
Training	Four (4) hours of relevant training

Experience	One (1) year of relevant experience in agricultural research
Eligibility	None required

**6. Contract Duration**

The engagement is from effectivity of the contract until end of term of the current PIDS President, or the latter’s duration of holdover capacity, if any, and/or the duration of the project whichever is shorter. The contract of the COS worker may also be renewed upon favorable recommendation by the concerned Department Manager and approved by the PIDS President, but in no case shall exceed the term of the project, and the term of the PIDS President, to which the COS worker is assigned and for a maximum period of 1 year only per renewal whichever is shorter. The result of the performance evaluation shall also be attached to the request for renewal of the contract.

**7. Approved Budget for the Contract**

The approved budget for this engagement is PHP 52,272.00 per month, and the actual payment to the COS worker will be based on the actual number of work-days rendered. This rate is based on the prevailing market rate appropriate to the position and duties provided above. This amount does not include travel and accommodation during fieldwork. PIDS will shoulder the cost of fieldwork (if any) while travel insurance including hospitalization, or other COVID- related or any other expenses incurred during the travel arising from injury or health-related reasons, shall be shouldered by the COS worker since no employer-employee relationship exists between PIDS and COS worker.

Further, pursuant to Section IV.3 of PIDS Special Order No. 2024-13 dated February 19, 2024 titled “Revised Rules and Regulations Governing Job Order (JO) and Individual Contract of Service (COS) Workers”, COS workers shall be responsible for the remittance of their mandatory contributions (i.e., SSS, Pag-IBIG, PHIC, BIR). The COS worker shall also comply with existing internal revenue regulations being implemented, including substituted receipts or non-issuance of Official Receipts (ORs), as may be applicable. Certain types of engagement for COS workers may be required to issue ORs depending on the type of engagement they applied with BIR. In addition, the COS worker shall also be responsible for registering with the BIR and submit the BIR Certificate of Registration to PIDS and submit the required forms/waivers as applicable. After the expiration of the contract, he/she shall have the responsibility to submit to BIR the necessary documents for the closure or continuation, whichever is applicable, in connection with his/her Certificate of Registration.

The budget and release of payment shall be subjected to guidelines of oversight agencies and internal guidelines of PIDS in hiring COS workers.

## 8. Evaluation Criteria

<b>Qualifications</b> Bachelor’s Degree in economics, development studies, social sciences, agriculture or any related fields	50%
<b>Experience</b> <ul style="list-style-type: none"> <li>At least 1 year of relevant experience in agricultural research</li> <li>At least 4 hours of relevant training in items related to scope of work</li> </ul>	25%
<b>Competencies</b> <ul style="list-style-type: none"> <li>Intermediate level core competencies: deliverability/results-oriented, professionalism, adaptability, and communication skills</li> <li>Intermediate level functional competencies: data gathering, problem solving and analysis, dissemination, and technical writing</li> </ul>	25%
<b>Total</b>	100%

## 9. Ownership of Data

All information, data, reports, or any other material, graphic software or otherwise prepared, collected, and gathered by the Project Technical Specialist under the project's duration shall belong and remain the exclusive property of PIDS. Said materials should be properly documented and turned over to the Institute before the end of the engagement. The COS worker shall not use in any manner the information and data gathered for commercial or other purposes, and such information and data shall be for the exclusive use of PIDS.

## 10. Compliance with PIDS Data Privacy Policy

Before commencement of work for this specific project, the Project Technical Specialist shall be asked to sign a nondisclosure agreement with PIDS. Any information gathered and generated in the implementation of the project shall be processed subject to the applicable provisions of the Republic Act 10173, known as the “Data Privacy Act of 2012” and its Implementing Rules and Regulations and relevant issuances of the National Privacy Commission (NPC).