



Terms of reference for consultant to

Prepare tailored training manual and train fodder, livestock and African grown staple grain mainstream actors and associations and regulatory authorities in business management, record keeping, governance and conflict resolution mechanisms - Karamoja and Mandera clusters

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| Duty Station: | ICPALD with travel to training venue |
| Type of Contract: | Individual |
| Contract post level: | Short term |
| Starting date: | non-continuous 25 days spread for 3 months |

1.0 Introduction

The Intergovernmental Authority on Development (IGAD) member countries (Djibouti, Ethiopia, Kenya, Somalia, South Sudan, the Sudan and Uganda) are home to over 532 heads of livestock of which 360 million are ruminants (cattle, sheep, goats and camels) (FAOSTAT 2013). The region's landmass is composed of about 60 - 70% Arid and Semi-arid Lands (ASALs) that are characterized by low erratic rainfall, traditionally used and managed by pastoralists through communal or common property rights-based land tenure systems. Moreover, fodder and crop agriculture production is a common feature by youth and women groups or common interest groups that require tailored training for sustainable engagement in various livelihood-earning activities.

In year one of IGAD Drought Disaster Resilience and Sustainability Initiative (IDDRSI) Implementation Letter (IL) titled; Building Resilient Market Systems in the Cross-border Drylands of the IGAD Region funded by USAID, various innovations and technologies were identified along fodder and fodder seed production, livestock value chain and African grown staple grain practiced by various groups in Karamoja cluster. These results built on the achievements of the IGAD FAO PP, the EU-funded Support for Effective Cooperation and Coordination of the Cross-border Initiatives in Southwest Ethiopia-Northwest Kenya, Marsabit-Borana and Dawa, and Kenya-Somalia-Ethiopia (SECCCI) Project and the Sweden-funded Strengthening the Coordination and Implementation of IDDRSI (SCII) project, on the identification and promotion of appropriate innovative technologies and practices for agricultural trade in the cross-border communities in Karamoja and Mandera clusters.

Building on the achievement of the year one of the “Building Resilient Market Systems in the Cross-border Drylands of the IGAD Region” program the consultant will develop tailored training manual on business management, record keeping, governance and conflict resolution

mechanisms and conduct training of the selected groups (private sectors) and regulatory authorities (as ToT) from Karamoja and Mandera clusters.

2.0 Scope of work

1. Draft and submit scope of work report detailing clear understanding of the assignment including work plan and clear milestones of assignment delivery and outline of the training manuals
2. Develop tailored training manual highlighting:
 - a. Business management, record keeping, governance and conflict resolution mechanisms
 - b. Business model-cost benefit analysis, internal rate of return, return on investment, value for money concept, linkages of economy, efficiency and effectiveness in investments
 - c. Social network for beneficial skills development and employment creation along the value chains
 - d. Enabling legal frameworks and policies for management of groups and conflict management
 - e. Commercialization
 - f. Diversification of products
 - g. Organization of value chain actors for Scale of operation
3. Conduct training of selected participants using the developed training manual submitted to ICPALD
4. Draft the training report

2.1 Expected output

1. Inception report - Scope of work report accepted by ICPALD
2. Tailored training manual on the subject matter submitted to ICPALD
3. Training report

3.0 REQUIREMENTS

3.1 Qualifications and skills

- Master degree or equivalent in business administration, economics, conflict management or equivalent from a recognized training institution
- Knowledge and experience of using participatory approaches for training,
- Strong analytical skills,
- Excellent communication skills and fluent in English.

3.3 General professional experience

- Knowledge and experience of the region and working areas
- Proven experience in programming and private sector investment,
- Proven experience in engaging the private sector for investment
- Proven experience in community mobilization for participation in projects development
- Knowledge in simple business skills

3.4 Specific professional experience

- At least 10 years work experience in developing business opportunities, conflict management, group dynamics and conflict resolution
- Knowledge of public-private partnership approaches in service delivery and investment,
- Business management and administration

4.0 Duration

The Consultancy will be for a total of twenty-five (25) man-days on when actually employed basis spread for three months

5.0 Payment terms

The applicable daily rate will be dependent on the qualifications and experience of the appointed consultant. The consultant will be responsible for all government taxes and levies arising from this assignment.

| Output/ activity completed | Payment in percent of the contract amount | Estimated date of completion |
|---|---|--|
| Signing of contract and inception report | 20% | Inception report within 10 days of signing the contract |
| Initial draft when accepted | 40% | Within two months of signing the contract |
| A final report including validation workshop proceeding | 40% | Within one month after receiving comment on draft report |

6.0 Travel outside duty station

Air tickets and Daily Subsistence Allowance (DSA) will be covered for field work upon approval of travel schedules.

7.0 Insurance cover

The consultant will be responsible for his/her own medical and life insurance cover for the duration of the assignment.

8.0 Final Report will be Submitted to:

Dr. Ameha Sebsibe, Head, Livestock and Fisheries IGAD Centre for Pastoral Area and Livestock Development (ICPALD), Kabete Veterinary Laboratories, Off Kapenguria Road, ameha.sebsibe@igad.int Telephone: +254 202573743 (office)

Applications:

Interested candidates should submit their applications accompanied by a detailed CV, copies of both academic and professional certificates and testimonials, names and addresses of three reputable referees, contact details (e-mail, telephone) should be sent by email to: rose.tsuma@igad.int with cc to ameha.sebsibe@igad.int, wamalwa.kinyanjui@igad.int, procurement@igad.int. All applications should be received not later than 11th November 2021. IGAD shall only respond to shortlisted candidates.