



IGAD Center for Pastoral Areas and Livestock Development (ICPALD),

Consultancy to Conduct a Training of Trainers (ToT) on Rangeland Management Under BREFONS

Terms of Reference (ToR)

Background

The IGAD Centre for Pastoral Areas and Livestock Development (ICPALD) was established in July 2012 as an IGAD Specialized Institution mandated to "promote and facilitate sustainable and equitable drylands and livestock development in the IGAD region." ICPALD provides a platform for regional cooperation and coordination in drylands, pastoralism, and livestock development to fulfil its mandate. ICPALD thrusts in the improvement of animal health, production and marketing, enhanced dryland production and pastoralism, including value-added alternative livelihood products from non-wood rangeland products (NWRP) and artisanal minerals (in areas of production) with the aim of bringing positive impacts on food and economic security, especially in rural pastoral populations. Regional cooperation and coordination of actions based on evidence of risks to shared resources, animal feed security, climate change adaptation and mitigation, animal health, and the evaluation of other factors of production and consumption remain the principal means of achieving these benefits.

Project Overview

The Program to Build Resilience for Food and Nutrition Security in the Horn of Africa (BREFONS) is a continuation of the Multinational Drought Resilience and Sustainable Livelihoods Program – DRSLP. The technical endorsement to pursue the second phase of the program was prompted by a program identification mission jointly undertaken by the African Development Bank and IGAD in June 2019. A key outcome of the mission was the determination of a second phase of the program, titled; "Program to build resilience for food and nutrition security in the Horn of Africa".

This Regional Component is part of the regional investment operation, which will be implemented in five countries: Djibouti, Ethiopia, Kenya, Somalia, and South Sudan, which have a Global Appraisal Report, Regional Component Report, and 4 Country Component Reports. The global Program is expected to (i) increase the productivity of agropastoral production systems, (ii) increase incomes from agropastoral value chains, and (iii) enhance the adaptive capacity of the people to better prepare for and manage climate change risks and variation. The Project will provide a regional approach in order to bring an integrated package of interventions to build resilience in target communities within the five beneficiary countries. This Regional Component will be executed by IGAD IDRRISI and will be largely implemented by the IGAD Agencies and



partners organisation such as IITA/TAAT, and CIAT over a period of four calendar years.

The objective of the Program is to build resilience for food and nutrition security whilst contributing to improved living conditions - particularly for women and youth, increasing resilience to the effects of climate change. Under Outcome 1, Increased Resilience of Agro-pastoral Production System, ICPALD will undertake three main actions that will result in the promotion of Sustainable Management of Agro-pastoral Lands: 1) Operationalization of the IGAD Regional rangeland management strategic framework 2) Operationalisation of cross-border MOU signed by Ministers to enhance TADs and Zoonosis control in cross-border areas 3) Enhancing the competitiveness of livestock value chains in the IGAD Region through compliance with SPS measures and market research under AfCFTA.

Purpose of the TOT

ICPALD prepared the IGAD region rangeland management strategy framework, which is under domestication by most Member States. Under this sub-component, ICPALD will work towards operationalisation and institutionalisation of the strategic framework with a focus on cross-border areas. The key results from this main action will be a rangeland degradation map made available, the capacity to manage rangeland-created cross border stakeholders and a regional predictive rangeland forage monitoring tool for early warning and early action rolled out.

One of the actions to achieve the above results; is to prepare a participatory rangeland management manual and undertake the training of trainers in order to cascade the approach and good practices in similar areas and all the project countries.

Scope of Work for the Consultant

The IGAD Centre for Pastoral Areas and Livestock Development (ICPALD) is seeking a highly qualified Rangeland Scientist as a consultant under the BREFONS, to conduct a training of trainers (ToT) on Rangeland Management. This task will require the development of a detailed training of trainers (ToT) manual on Rangeland Management to be used for the training and Rangeland Management handbooks giving facts, guidance and instructions.

The target participants will be drawn from cross-border areas shared between South Sudan-Sudan; cross-border areas shared between Ethiopia and Somalia, and Djibouti-Ethiopia. The participants will be thirty (30) in number, identified and selected by ICPALD.

Specific Tasks and Responsibilities

- a. Development of a detailed training of trainers (ToT) manual on Rangeland Management to be used for the training;
- b. Make available resource materials for training of trainers (ToT) course;



- c. Development of a logical training programme;
- d. Facilitate, support and conduct physical training of trainers (ToT) on Rangeland Management;
- e. Produce training report with recommendations, including on cascading the ToT in member states.

Deliverables

- a. An inception report detailing the facilitation methods, mode of delivery, materials to be used, and training programme;
- b. Detailed training of trainers (ToT) manual on Rangeland Management to be used for the training;
- c. Rangeland Management handbooks giving facts, guidance and instructions;
- d. Draft training report to be shared with ICPALD;
- e. Final training report to be shared with ICPALD.

Qualifications, Competence, Skills and Knowledge

Academic Qualifications

- Master's degree or equivalent in rangeland science, range management or a related field from a recognised university.

Work Experience and Competencies

- Ten years of professional experience in rangeland management or a related field, including conducting trainings;
- Strong analytical skills and environmental modelling, preferably on rangelands and pastoral and agro-pastoral livelihood systems;
- Experience with Microsoft Office, including Word, Excel, PowerPoint, and Outlook;
- Experience with GIS software, including ArcGIS; Ability to pass a background check.

Other Experience/ Knowledge / Abilities

- Self-starter with the ability to strategically plan information and knowledge management work;
- Experience working with a regional and international organisation(s), including INGOs, bilateral or multilateral agencies, and UN agencies is desirable;
- Strong interpersonal skills and ability to deal with technical and people management challenges.
- Verbal and written communication skills in English. French will be added advantage.



Consultancy Duration and Fees

- The consultancy is fixed at a maximum of 45 person-day spread over four months.

Consultancy Location and Office Accommodation

The consultant will be closely working with assigned technical staff by regularly holding physical and virtual meetings and visit.

Equipment

The consultant will use his/her office accommodation and facilities. During the visit, the consultant will access photocopying, telephone and Internet facilities from ICPALD.

Reporting and Management of the Assignment

The Consultant will work under the direct supervision and guidance of the ICPALD Head of Livestock and Fisheries and the Technical Team comprising Livestock/ rangeland specialists. The outputs indicated above and adherence to the time schedule will be approved by the Project Coordinator (PC), and any payment will be subject to this approval. The reports referenced herein will conform to a format approved by ICPALD. All paper copies of the deliverables must be accompanied by electronic versions in the respective Microsoft Office application format (e.g., MS Word for documents and MS Excel for spreadsheets). All images shall be provided in an editable digital format (e.g., high-quality JPG or PNG),

Selection criteria

The selection criteria are relevant education background; relevant work experience (as described above); good track record in delivering similar assignments; experience working in the IGAD region; and familiarity with Pastoralism and rangeland context.

Consultancy Duration and Payment Schedule

Output/ activity completed.	Payment in percent of the contract amount	Estimated date of completion
The signing of the contract and approval of the inception report	30%	10 days after the signing of the contract
Detailed training of trainers (ToT) manual on Rangeland Management		30 days after the signing of the contract



to be used for the training;		
Conducting Training of Trainers (ToT) on Rangeland Management	50%	40 days after the signing of the contract
Draft report to be shared with ICPALD;		One week after ToT is concluded.
Revised validated final training Report and training manual	20%	When approved

Insurance cover

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

Taxes

The consultant will be responsible for remitting his/her taxes.

Report will be submitted to IGAD Centre for Pastoral Area and Livestock Development (ICPALD), Kabete Vet Lab, Kapenguria Road, P. O. Box 47824-00100, Nairobi, Kenya.

How to Apply

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) by email to: beverlyne.nyanchera@igad.int

All applications should be received not later than 26th May 2023

IGAD shall only respond to shortlisted candidates