



CONSULTANCY TO BUILD CAPACITY OF AGRICULTURAL SECTOR FRONTLINE STAFF ON CLIMATE SMART AGRICULTURE

TERMS OF REFERENCE

1.0 Background

Climate change with its multifaceted impacts on agriculture is increasingly being recognized as one of the greatest challenges of our time. Yet agriculture remains the major and critical single source of livelihoods, growth and foreign exchange earnings in agro-based economies like Zambia where climate change is already having a negative impact on food security and the country's national development.

To strengthen the capacity of countries in addressing this task, the European Union and the Food and Agriculture Organization of the United Nations (FAO) are supporting the Government of Zambia in collaboration with the Ministry of Agriculture and Livestock through the project: ***Climate-Smart Agriculture (CSA: Capturing the synergies between mitigation, adaptation and Food Security)***. The project's outcome is to strengthen the country's capacity to adopt, implement and scale up CSA options to adapt to climatic changes, to increase resilience and achieve food security. This outcome will be achieved through four main outputs:

- a) Establishing an evidence base on CSA practices and policy options that enable CSA practices adoption;
- b) Formulation of country owned CSA frameworks;
- c) Development of CSA investment proposals and identification of financing mechanisms, and;
- d) Building capacity in planning and implementation of CSA initiatives

2.0 Rationale

As highlighted above, one of the key outputs of the project is to build capacity in planning and implementing CSA initiatives in the country. Consultations and previous assessments as articulated in the "Problem analysis of the National Climate Change Response Strategy on Information and capacity building" reports the need for an improvement of the evidence of climate change and the quality of projections as well as on the dissemination of knowledge and



increase awareness to specific target groups (from the school children to media, from manufacturers and farmers in the field to the higher tiers of GRZ officials and parliamentarians). (Climate Change Response Strategy 2011). Furthermore, indications from the project's core team suggest a general lack of technical knowledge among stakeholders in climate change adaptation and mitigation within agriculture. To help alleviate these challenges the CSA project seeks to recruit consultant(s) to develop capacity of agricultural frontline staff on CSA in the Provinces across the country.

3.0 Objective of the consultancy

The objective of this consultancy is to develop a manual and other illustrative material (i.e. PowerPoint slides, examples, exercises etc) which will be used to train agriculture trainers (ToT) among the frontline staff and conduct ToT training on Climate-Smart Agriculture. Material and manual should be put together by using outputs produced and indicated by the project team as well as by FAO, in addition to other material and sources the consultants will identify and discuss with the project team in order to tailor the training to the geographical context and trainees' specific needs.

4.0 Scope of the consultancy

Upon initiation of the contract the consultant/consulting firm will undertake initial discussions with the project country technical coordinator, the core team and the CSA team at FAO HQ to understand and further define the scope and content of the assignment.

5.0 Specific assignments

5.1 Develop CSA training manual and prepare material for training session for ToT which, should be based on results coming from consultation with the CSA project team, the project core team and the country technical coordinator but that should not exclude:

- a) Climate change (basic science of climate change; understanding common terminologies; local knowledge and perceptions; causes of climate change etc), challenges posed to the agriculture sector and food security in Zambia;
- b) Climate Smart Agriculture: synergies and trade-offs between mitigation, adaptation and food security.
- c) Adoption of CSA as opposed to conventional agriculture:
 - a. Barriers,
 - b. Costs and benefits,
 - c. Technical knowledge.



- d) Best practices and appropriate techniques
- e) Investing in CSA: Monitoring, impacts and evaluation.
- f) Conclusions: adopting and scaling up CSA.

5.2 Conduct CSA training sessions to targeted participants identified by the core team in collaboration with the country technical coordinator and in conjunction with the FAO-CSA project team.

6.0 Expected outputs and deliverables

The consultant or the consulting firm is expected to deliver the following:

- a) Report on capacity building strategy

Develop a short and concise capacity development strategy targeted at Block and Camp extension officers. The strategy should be formulated for how capacity could be built in such a way as to contribute to the achievement of CSA project outcomes: training needs should be linked to project's approach objectives and outputs (that can be directly used for the training). The report should include an annotated outline of the content of the training. The outline shall include all subject topics and material to be covered by the complete module and its various parts. The report will be presented to the CSA Project Core Team for endorsement.

- b) Training Material

The consultant or the consulting firm shall submit a training manual composed of various modules as per outline above and including material coming from FAO and the CSA project as per agreement and indication from the FAO project team and country technical coordinator. Review of the training manual will be done by the CSA Project Core Team, FAO project team and country technical coordinator. The consultant(s) will revise the manual (taking into consideration input from the Project Core Team) prior to the training sessions

- c) Training sessions

The consultant will conduct training sessions (one session per Agroecological Region) where each session may take a period of one week, targeting at least 40 participants per session).

- d) Revised Training Manual

The consultant or the consulting firm shall submit a revised training manual based on peer review from the CSA Project Team and country core team and comments



from participants during the training sessions. The revised training manual shall be submitted to the FAO project team and core team within three (3) weeks after the training session.

d) Final report

The consultant or the consulting firm shall submit a final report describing the training sessions undertaken. The report shall include an evaluation of the training sessions by the participants. The final report shall be submitted within three (3) weeks after the training sessions.

7.0 Academic qualification and experience

- a) The lead consultant will have a minimum of Masters Degree in Agriculture or Environment and Natural Resources Management or any other related field;
- b) At least five years experience in designing and implementing capacity building programmes;
- c) Those with past knowledge and experience in undertaking climate change capacity building programmes will have an added advantage.
- d) Proven experience in the design of agriculture and or natural resources management related training manuals.

8.0 Duration

It is anticipated that this assignment will be completed within an overall total of 40 working days spread over a period of four (4) months. I.e. December 2013 to April 2014.

9.0 Submission of applications

Interested and qualified consultants/firms are invited to apply. Applicants should submit technical and financial proposals describing fully how the TORs will be achieved, the methodologies and approaches to be used, detailed work plan and activities, duration and detailed budgets based on activities to be conducted. Identification of participants and budget for their participations will be the responsibility of (Core team and the Country Technical Coordinator). Applications with detailed CVs may be submitted to fao-zm@fao.org and Misael.kokwe@fao.org and Mortonmwanza@yahoo.com. The deadline for submission of applications is **21st April 2014**.