

# **Afghanaid**

## **Terms of References**

### **1. Background**

**Afghanaid** is a British international NGO ([www.afghanaid.org.uk](http://www.afghanaid.org.uk)) that has been working in Afghanistan since 1983. Headquartered in Kabul, Afghanaid implements projects directly in 9 provinces and through partners in a further number of provinces and maintains a marketing and fundraising office in London. Afghanaid works in some of the most remote areas of the country and through a range of programme interventions supports development of basic services, such as water and sanitation, access roads, education facilities and other community infrastructure; strengthens livelihoods through improved natural resource management, agricultural and small enterprise development, and improved access to markets; and provides humanitarian assistance in times of emergencies. Gender mainstreaming, local governance and community development are integrated into all of Afghanaid's work. The results achieved have earned Afghanaid the respect and recognition of stakeholders as an effective and collaborative charity.

### **2. Project Introduction**

The UNODC Alternative Development Sub-Programme (AFG Z89) is designed to support and develop innovative and community-based Alternative Development interventions in accordance with the national strategies (ANDS and NDCS) of GIRoA, the National Alternative Livelihood Policy, the UNODC Country Program and UNDAF Pillar-1 (Socio-economic Development). The key goal of AFG Z89 is to create conditions for the establishment of vibrant production clusters around the perennial horticulture crops, a longer-term approach which needs a multi-year continued support. This project will continue to employ an approach which is community-led, market-driven agricultural economic development that actively engages with public, private and civil society sector actors. There is a significant need to strengthen rural livelihoods in the targeted provinces through a comprehensive multi-sectoral approach aimed at improving agricultural diversification and productivity, as well as the development of local agro-processing and market development

Boost Alternative Development Intervention through Licit Livelihoods (BADILL) project is designed by UNODC and implemented by Afghanaid. The main objective of this project is to decrease narcotics cultivation and usage through strengthening and diversifying licit livelihoods options. The project has 7 outputs/components as the project proposal

**Output 1:** Increased horticulture production of selected farmers (Badakhshan and Takhar)

**Output 2:** Improving watershed management (Takhar)

**Output 3:** Increasing productivity of cereal crop (Badakhshan and Takhar<sup>1</sup>)

**Output 4:** Support to dairy value chain (Badakhshan)

**Output 5:** Support to poultry farming (Badakhshan and Takhar)

**Output 6:** Strengthening irrigation infrastructure (Takhar)

**Output 7:** Awareness raising and dissemination of knowledge and lessons to stakeholders (Badakhshan and Takhar)

### **3. Objectives of the Assignment:**

To strengthen the capacities of BADIL project staff in order to train community members by means of developing, delivering and facilitating a five days Training of Trainers on, 1. Do No Harm and Gender 2. Sustainable Livelihood.

#### **4. Expected outcomes for do-no-harm**

- Afghanistan BADILL project staff well received Training of Trainer on Do No Harm, Gender and Sustainable Live hood.
- Submission of Training guidelines and hand-out
- Submission of the final training report
- A training manual in Afghanistan format developed

Expected outcomes for Sustainable livelihoods training

- The consultancy will undertake a comprehensive analysis and documentation of the current livelihood strategies of the communities in the 8-pilot using the sustainable livelihood framework
- Propose sustainable livelihood activities using the local knowledge
- Develop training materials on the selected best sustainable livelihood practices
- Conduct a Training of Trainers for district/ provincial
- Training of communities/ user groups on proposed livelihood activities
- Identify and recommend other sustainable livelihood practices that could be introduced in the project areas
- Propose a mechanism on supporting the recommended best practices.

#### **5. Working area:**

- Badakhshan Provincial Office, Faizabad City

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<sup>1</sup> Afghanistan will target three districts in Badakhshan including Argo, Darayim and Khash and 2 districts Kalafgan and Chall in Takhar province. It is pertinent to mention that two other potential districts in Takhar like Yang-e-qala and Eshkamesh coverages is subject to the security situation improvement and further assessment.

**i) Scope of work :**

The major tasks of the consultant are:

3.1. Develop interactive and detailed training modules/training session plan and all accompanying background material for the delivery of training workshops on Do no Harm, Sustainable Livelihood and Gender.

3.2. Deliver 5-day training of trainers for selected participants on Do no Harm, Sustainable Livelihood and Gender

3.3. Develop a detailed evaluation of the modules/workshop(s) by the participants so that the workshop/training materials can be improved/finalized according to the participant feedback. *(This should include pre-and post training assessment).*

3.4. As part of the ToT, deliver the training guidelines in addition to content and tools

**ii) Deliverable:**

- Orientation meeting with Afghanistan technical staff in HO
- Provision of training guidelines for trainer and handout for trainees
- Delivering of 5 days training of trainers on Do No Harm , Gender and Sustainable Livelihood
- Prepare of 5 days training report to the Afghanistan management a week after the trained delivery.

**iii) Methodology may consider the following:**

The following are recommended methods to be used use in the ToT:

- Brainstorming
- Interactive Talks
- Illustrative Talks
- Group Discussions
- Panel Discussions
- Role Playing Exercises
- Workshop Methods
- Classroom Exercises
- On-the-Job and Field Exercises 15
- Practice in Participatory Evaluation of Training
- Mapping Exercises

**Time frame:**

The duration of the consultancy is 10 working days for the trainer:

- One days preparation and development of training agenda, modules and hand-outs
- Two days for travel, consultations, finalization of the training materials, agenda, detailed modules and hand-outs.
- 5 days of actual delivery of the ToT workshop to the participants
- Two days final report writing

Afghanaid will provide necessary logistics support including, accommodation, transport, lodging, boarding and food cost.

The consultants will need to be available immediately to start the study right after the sign off of the contract.

**iv) Consultants will ensure the following are completed:**

- To develop trainer guidelines and hand-out
- Deliver 5 days Training of Trainers on Do No Harm , Gender and Sustainable
- Deliver 5 days training for sustainable livelihoods
- Prepare final report for 5 days training
- Develop manuals for do-no-harm and sustainable livelihoods

**6. Key contact person**

The consultants will report directly to the BADILL Project Manager and Senior Programme Manager – Improved Livelihood.

**v) General:**

- The Assignment shall not be sub-contracted to anyone.
- Agreement for additional time requirement to complete the assignment without changing the scope of work must be made in writing. The additional time, however, cannot be more than a week.
- Confidentiality of all the information will be assured at all times.

**vi) Profile of consultant required**

Individual and consultancies companies are eligible to apply.

Qualifications and Skills for do-no-harm ToT:

- Advanced University Degree in Psychology, Social Work and Sociology and other related field.
- At least 5 years of professional experience on sustainable livelihoods , Do No Harm and Gender
- At least 3 years of documented experience in developing, facilitating/delivering interactive/participatory training sessions in the area sustainable livelihoods , Do No Harm and Gender
- Documented experience in conducting TOT.
- Excellent skills in presenting complex technical information in an easily comprehensible way.
- Adaptability and flexibility in working within complex and dynamic environment.
- Ability to deliver high quality products in a timely manner.

#### **Vii. For sustainable livelihoods**

- University degree or equivalent in Geography, development studies, development economics, agriculture economics, social economic studies, natural resources or any other related fields.
- Masters in relevant field will be an advantage
- Minimum of 4 years relevant practical field experience in the relevant field
- Demonstrated experience in conducting ToT assessments for planning and/or evaluation purposes
- Familiarity with community based and participatory approaches
- Experience in working with international and national NGOs, and with government authorities at national, provincial and district level

#### **Submission of Expression of Interest**

National firms/individuals that meet the above requirements should submit their application to [jobs@afghanaid.org.uk](mailto:jobs@afghanaid.org.uk) by 25<sup>th</sup> January 2020. The application should include the following:

- Cover letter and CV, including complete contact details, previous relevant experience and references
- Detailed work plan
- Financial proposal