

**Terms of Reference**  
**Consultancy - Capacity Development and Training Needs Assessment (CDTNA)**

<b>Organization</b>	Adeso – African Development Solutions, <a href="http://www.adesoafrica.org">www.adesoafrica.org</a>
<b>Project</b>	STREAM
<b>Position Type</b>	Consultancy - Capacity Development and Training Needs Assessment (CDTNA)
<b>Position Location</b>	Lower Jubba, Somalia
<b>Duration</b>	Six (6) Months, March – August 2017
<b>Reporting To</b>	STREAM Livelihood Advisor
<b>Starting Date</b>	Immediately
<b>Application Deadline</b>	8 <sup>th</sup> March, 2017
<b>Vacancy Contact</b>	Please send applications to <a href="mailto:consultancy@adesoafrica.org">consultancy@adesoafrica.org</a> – Adeso will only respond to short-listed applicants.

#### **ORGANIZATIONAL BACKGROUND**

Adeso is an expanding and vibrant African based international development and humanitarian organization. At Adeso, we work with African communities who are yet to realize their full potential; working inside these communities to create environments in which Africans can thrive.

Our belief that economic, social and environmental security is the bedrock of a healthy community drives the nature and intent of our programming. We work to prevent and overcome situations that adversely affect community well-being by: reinvigorating the economy, developing skills for life and work, providing humanitarian aid, and influencing policy.

For the past 20 years we have strengthened rural livelihoods through environmental awareness, training, technology transfer and innovative humanitarian projects in pursuit of a peaceful, self-reliant, and greener future.

Adeso is an exciting and dynamic organization experiencing managed rapid growth. It offers sound employment conditions with opportunities for personal growth and development.

#### **PROJECT SUMMARY**

The STREAM Consortium (ACTED, Adeso and SADO) is implementing a three-year EU-funded “Building Resilience through Social Safety Nets” Project in South Central Somalia, covering Afmadow, Dhobley and Kismayo Districts. The action targets 5,000 direct beneficiary households with regularly predictable and scalable unconditional cash transfers (UCT); Shock/risk-informed value chain approach to their livelihood improvement; and Knowledge management through operational research. The project estimates to reach out to 15,000 indirect beneficiary households.



The STREAM Consortium recently concluded a rapid livelihood-based value chains assessment that identified specific value chains and made recommendations for their improvement. These are:

1. The Live Livestock Value Chain;
2. The Livestock Products Value Chain (Meat, Milk, Skins);
3. Crop-related Value Chain;
4. Natural Resource based Value Chain (Energy – Fuel wood and Charcoal);
5. Commodity Trading / Service provision.

### SCOPE OF WORK

Using suitable methodologies, the consultancy firm will be required to undertake the following specific tasks:

1. Detailed Capacity Development and Training Needs Assessment (CDTNA) for the identified groups building on the findings / recommendations of the Rapid Livelihood-based Value Chains Assessment.
2. Development of capacity / training manual and content for the identified value chain groups as per the Project Document alongside the value chains report.
3. Capacity Development and Training Plan.
4. Deliver the Capacity Development and Training Plan.
5. Development of a follow up extension services plan.

### CONSULTANCY PERIOD

- Six (6) Months, March – August 2017.

### DELIVERABLES

The Consultancy Firm will be required to deliver the following:

1. Detailed Capacity Development and Training Needs Assessment (CDTNA) Report.
2. Detailed Capacity Development / Training Manual and Relevant Content for the identified value chain groups.
3. Capacity Development and Training Plan.
4. Delivery Reports for the Capacity Development and Training Plan.
5. Follow up Extension Services Plan.

### QUALIFICATIONS

The STREAM Consortium is looking for a reputable consultancy firm with:

- A pool of innovative postgraduate hands-on experts with minimum 8 years' experience in the fields of Community level Agro-Pastoralist and Fisheries business development, NRM, Food / Livelihoods Security, Economics, Entrepreneurship and Disaster Risk Management with excellent training facilitation to deliver on this assignment.
- The firm should have experience undertaking similar assignments in Somalia. Experience in the project area will be an added advantage.

### COPYRIGHT AND INTELLECTUAL PROPERTY RIGHTS

In consideration of the fees paid, the Consultant expressly assigns to Adeso any copyright arising from the works the consultant produces while executing this contract. All images (whether used for online or print purposes) must however bear the consultant's photo credit, as specified by international intellectual property rights. The consultant may not use, reproduce or otherwise disseminate or authorize others to use, reproduce or disseminate such works without prior consent from Adeso.

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## APPLICATION PROCESS

All applications should be sent to [consultancy@adesoafrica.org](mailto:consultancy@adesoafrica.org) by **8<sup>th</sup> March, 2017** with **Capacity Development and Training Needs Assessment** on the subject line. The selection committee will review all applications as they arrive. All applicants must meet the minimum requirements described above, and those unable to meet these requirements will not be considered.

Interested consultancy firms are invited to submit their bids in the following format:

- Background and capability statement of the firm (maximum 0.5pages)
- The firm's interpretation of the TOR
- A detailed full-fledged Proposal detailing how the candidate proposes to undertake the whole exercise
- Methodology
- Milestone work plan (maximum 40 days)
- All-inclusive budget in (USD)
- One (1) sample soft copy of similar work previously undertaken
- Availability
- Summary of qualifications / experience of the lead consultant / team members and their respective roles.

**Applications not including all of the above information will not be reviewed. Adeso is an equal opportunity employer.**

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