TAMIL NADU RURAL TRANSFORMATION PROJECT (TNRTP)

TERMS OF REFERENCE (TOR) FOR HIRING OF RESOURCE PERSONS FOR COMMUNITY FARM SCHOOL (CFS)

About the TNRTP

Tamil Nadu Rural Transformation Project (TNRTP) is a transformative project that looks beyond poverty alleviation by building sustainability and prosperity of rural communities through enterprise promotion, access to finance, and employment opportunities. The proposed Tamil Nadu Rural Transformation Project (TNRTP) will harness the institutional and knowledge capital for promoting inclusive economic development and growth for a transformative agenda in rural Tamil Nadu. The proposed project development objective is to "Promote rural enterprises, access to finance and employment opportunities". This is envisaged through components such as Rural Enterprise Ecosystem Development, Enterprise Business Plan, Skills and Jobs Opportunities implemented in 120 blocks from 31 districts of Tamil Nadu. Know more about TNRTP at www.tnrtp.org

Skills and Jobs Opportunities

The Skills and Jobs opportunities component is the third component of the project aims to create (a) Sustainable wage and self-employment opportunities, (b) Promote relevant skills for higher value agriculture and allied activities, and (c) Enable entrepreneurship through market responsive skills and entrepreneurship development. The project envisages to develop and deliver training through community-based skilling to build skills of service providers, entrepreneurs, and producer households in targeted value chains; and Improve access to skills training in rural areas, by developing Community Schools.

Sub-Component: Community Based Training and Skilling Provision

Community Farm Schools (CFS)

The issue of different productivity levels between farmers within the same community is evident in the farm sector leading to the importance of access to knowledge and acquiring requisite skills. The project proposes to create Community

Farm School (CFS) model which will identify specific skill gaps in farming-related occupations and will also address the specific needs of the rural communities.

CFS will identify specific skills gaps in farming-related occupations; bringing in required technical expertise to analyse these gaps and recommending appropriate technical solutions; identify and train SPARKs (Skilful, Personal Ability, Attitude, Relationship, Knowledge) to train in delivering these to the community, and conduct regular "Farm Schools" by SPARKs for transmission of the identified technical solutions and services to the households. CFS seeks to develop a cadre of **Self-employed technical service providers - SPARKs** (Community members who are self-motivated with high interest in the farm sector) in selected agriculture and allied sub-sectors, who will in turn build skills amongst the community members in selected value chains.

The CFS initiative will work in close conjunction and synergy with the Individual and Group enterprise promoted by the project. CFS initiatives will be aligned to value chains that are farm-based (includes off-farm). For example, the domains based on the value chains selected could be agriculture, horticulture (Floriculture & Olericulture), fisheries, dairy, goat rearing, and poultry.

About the position

The overall objective of the consultancy assignment is to strengthen farm-based livelihoods interventions by agroecological practices, improved livestock rearing, and value addition.

Objectives

The key objectives of the assignment would be as follows:

1. Assist and handhold the project in the formation, development, and capacity building of the SPARKs in Community Farm Schools (CFSs).
2. Develop curriculum in line with the objectives and outcomes of the project, which includes a detailed training schedule and in-depth descriptions of each training session, to be conducted at the CFS level.

3. Strengthen the Community Farm schools (CFSs) as an institutional mechanism for self-sustaining and up-scaling farm-based livelihood interventions and assist in developing guidelines for the functioning of the CFS that is location specific.

4. Advise farmers and growers on how to improve the profitability, efficiency and sustainability through effective farm management. Provide assistance and advice on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation and marketing

5. Be aware of the environmental and social guidelines of the project and ensure that the CFS functions according to the same

6. Be equipped to support CFS to engage in possible convergence opportunities to leverage maximum out of government Schemes and programmes, including but not limited to the agriculture department, NABARD, TNSRLM and other agencies with local foothold

Area of Work and Duration

The proposed assignment will cover multiple districts, selected blocks within districts.

Duties and Responsibilities

1. To design the curriculum, assessment standards, demonstrate best practises and handhold setting up CFSs effectively.

2. To ensure standardized processes and consistent delivery of the training

3. To facilitate and enhance the capacity of the training pedagogy in developing, monitoring, implementing, and coordinating with the SPARKs.

4. To undertake the development of curriculum for the SPARKs be responsible for the implementation of the same.

5. Perform any other related task consistent with the level of the post and/or as assigned by the project.

6. Work in close coordination with the project team, SPARKs, and report periodically.

7. Support in implementation and monitoring of the designed curriculum at Community farm schools. Generate reports with accurate data and ensure that any learning and practices that emerges from the specific CFS is captured and made available to all

8. To consolidate the consultative process for the Convergence Plan with existing Partnered resource persons and DPMU/ SPMU.

9. Strengthen the functioning of Community Farm Schools with effective training and implementation.

10. Handhold the Block teams in the district assigned.

11. Strengthen the functioning of SPARKs by providing them continuous support

12. Collaborating with Institutions/Experts with thematic specializations

13. Contribute to the implementation of select strategies as agreed with the SPMU

14. Identify the areas of focus with the greatest potential for impact and scale, in collaboration with the various stakeholders (public/private) and leverage the expertise of partners to engage in specific win-win opportunities.

15. Undertake continuous scoping of the development landscape in the district for identifying opportunities for future work.

Functional Competencies:

1. Knowledge of training techniques, methodologies, and use of technology for training delivery

2. Experience in setting up systems and processes to roll-out training

3. Good data analysis and conceptualization skills

4. The candidate should have the local knowledge of the village and district, should be flexible with the community

5. Ability to write Concept Notes, Training Frames, Curriculum, Training Activities, etc., and make effective presentations

6. Ability to build and sustain effective partnerships with Government agencies, academic institutions, training agencies, etc.

7. Proven ability to coordinate the work of others and to work as part of a team and share knowledge with others

8. Demonstrated openness to change and ability to manage complex situations

9. Good team player with a strong ability to work in teams and with people

10. Strong communication skills in Tamil and English

11. Data-driven, open to learning, and adaptable, should be willing to adapt to ground realities

12. Compassionate for the poor and willing to look at issues from their lens

13. Honest, fair, and objective in work

14. A Self-starter and a target-oriented person

15. Prior exposure of implementation of government projects

16. Good people management, communication, and facilitation skills

17. Result oriented and self-motivated

18. Makes effective use of resources and comparative advantage to strengthen partnerships.

Required Technical and Professional Expertise

- Bachelor (or) Master Degree in Agriculture, Animal Husbandry, Fisheries, Development Studies, Rural Development, and related disciplines
- 10 years of progressive experience in agriculture and livestock in conducting training sessions.
- Experience in supporting value chain integration and upgrading of Agri commodity product
- Working experience with international agencies, government agencies, civil societies, etc.

Remuneration

- The successful consultant will be paid on TNRTP terms and conditions for the relevant contract.
- Payment will be done on a monthly basis on receipt of clearly defined deliverables agreed upon.

Travel:

Ability and willingness to relocate and travel within the project area.

Commitment to diversity

The Tamil Nadu Rural Transformation Project (TNRTP) is committed to achieving diversity within its workforce. We are looking for people who share our values and who are as diverse as the community we serve.

How to apply

Interested candidates may submit their application by filling the google form on the link below. Please submit your application only once, avoid submission of multiple applications.

Applicants are advised to apply on or before **30-07-2021**. Only shortlisted candidates will be contacted. We appreciate your interest. For further clarifications, please contact **tnrtpstate@gmail.com**