



## **JOB DESCRIPTION**

- Position** : **Training Development Consultant for Crop Diversification and Climate-Resilience Practices and Technologies**
- Reporting to** : **Team leader**
- Duration of contract** : **90 working days between July 2024 and March 2025**
- Location** : **WCS Phnom Penh Office, with frequent travels to other provinces around the Tonle Sap Lake**
- Timing** : **WCS working Schedule**

### **Organization Background:**

The Wildlife Conservation Society (WCS) is a US non-profit, tax-exempt, private organization established in 1895 that saves wildlife and wild places by understanding critical issues, crafting science-based solutions, and taking conservation actions that benefit nature and humanity. With more than a century of experience, long-term commitments in dozens of landscapes, presence in more than 60 nations, and experience helping to establish over 150 protected areas across the globe, WCS has amassed the biological knowledge, cultural understanding, and partnerships to ensure that vibrant, wild places and wildlife thrive alongside local communities. Working with local communities and organizations, that knowledge is applied to address species, habitat, and ecosystem management issues critical to improving the quality of life of poor rural people whose livelihoods depend on the direct utilization of natural resources.

Over the next 18 months between May 2024 and October 2025, WCS has signed a letter of Agreement with Food and Agriculture of the United Nations (FAO) to provide supports on the GEF funded project “Promoting Climate Resilience Livelihood in Rice-based Community in the Tonle Sap Region (PCRL)”. The agreement allows WCS to extend its sustainable rice platform approach to four provinces, Kampong Thom, Siem Reap, Banteay Meanchey, and Pursat in order to promote sustainable rice farming practices among community protected area (CPA) selected in those provinces.

**Scope of Work:** The Training Development Consultant will be responsible for (1) the development of Training of Trainers packages related to crop diversification and climate-resilience technologies and practices and (2) the delivery of ToT to the project clients which include staffs from General Directorate of Agriculture (GDA), from General Directorate of Local Community

(GDLC), from Provincial Department of Agriculture, Forestry, and fisheries (PDAFF), from Provincial Department of Environment (PDoE), Commune Agriculture Officer (CAO), and Community Protect Area (CPA) members.

**Deliverables:**

- 1. A report indicating established linkages between current and forecast Agroecological Zone (AEZ) and crop suitability maps.**
  - Participate in identifying locally suitable crop diversification options by working with other project consultants to develop AEZ and crop suitability maps.
  - Support the project team to conduct multi-stakeholder workshops at provincial level in each province to link current/forecast AEZ, crop suitability maps and other information
  - Consolidate information from provincial workshops and prioritize local suitable diversification options
  - Development of packages for supporting selected crop diversification options in target districts
- 2. A report explaining the business models for diversification of production and livelihoods.**
  - Conduct field survey for value chain analysis in each province focusing on diversified crops and livelihoods
  - Compilation of results of field surveys and identification of strategies for development of relevant business models applicable to strengthening diversified value chains
- 3. A file package including Farmer Field School (FFS) packages and ToT plan and materials for diversification of agricultural production and livelihoods in local languages as appropriate.**
  - Preparation of Farmer Field School (FFS) training modules focused on crop diversification and Climate Smart Agriculture (CSA) and design of presentation materials in Khmer
- 4. A report including relevant business models**
  - Develop and advise the team to test an integrated package of Climate Smart practices, and to assess profitability for farmers/end users
  - Document business models around the package of practices for end users and relevant stakeholders
- 5. A report summarizing FFS Module/curricula and ToT plan and materials in Khmer as well as in other local languages as appropriate.**
  - Conduct of consultative meetings with communities within target districts/communes to select from the menu of packages with local appropriate approaches for building climate resilience.
  - Design of FFS packages including core modules (CSA and gender) plus other identified local priorities (WRM, CIS, Conservation Agriculture, Water Saving Practices, IPM, Land Levelling etc.,)
  - Design of one FFS package that supports communities in transitioning to standards-based production (SRP, CamGAP, etc.,)
- 6. ToT reports on crop diversification and climate smart agriculture**

- Delivery of ToT courses in each province for PDoE and DoANRE staff from target districts, plus CAO from related communes

#### **7. ToT reports on Gender, climate-resilience technologies and practices, and SRP**

- Preparation of action plan for the delivery of a program of ToTs for each FFS package in each province targeting the local extension staff who will deliver the FFS program
- Conduct of the ToT program based on the agreed schedule.

#### **8. Training materials and a TOT Report**

- Coordinate with IRRI for Authorized Trainer training for PDAFF/PDoE staff and Commune Agriculture Officer (CAO).

#### **9. Training materials and a TOT Report**

- Develop training materials incl. posters, leaflets, signboards, demonstration plots...)
- Support and coach CPA management team/PDoE to conduct SRP standard and Performance indicators training to farmers from target CPA.

#### **Timeframe of the deliverables**

- Deliverable **1 to 5** are expected to be completed by 30<sup>th</sup> September 2024. A total of 30 working days between July and September 2024 are expected for these assignments.
- Deliverable **6 to 9** are expected to be completed by 31<sup>st</sup> March 2025. A total of 60 working days between October and March 2025 are expected for these assignments.

#### **Minimum qualifications and experience:**

The individual consultant is expected to meet the minimum qualifications and experience as described below.

1. A post-graduate degree in agriculture, agronomy, agroecology and sustainable agriculture or related fields.
2. Minimum of 5 years' work experience with programs to enhance the environmental sustainability of agriculture in Asia.
3. Experiences with sustainable rice cultivation approaches (preferably Sustainable Rice Platform (SRP)), climate smart agriculture, crop diversification and climate-resilience technologies and practices, and agricultural value chains within Cambodia.
4. Experiences with different learning approaches, especially farmer field school.
5. Extensive experience in developing high quality standards of training materials and training curriculum, training manual, and in providing training of trainers for national and sub-national government staffs, and local community members.