

TERMS OF REFERENCE FOR **MASTER TRAINERS (MT)** WITH GLOBAL PROGRAMME FOR SMALL-SCALE AGROECOLOGY PRODUCERS AND SUSTAINABLE FOOD SYSTEMS TRANSFORMATION (GP-SAEP)

1. Background

About the Partners

The Global Forum for Rural Advisory Services (GFRAS)-www.g-fras.org, is an international association enhancing the performance of advisory services so that they can better serve farm families and rural producers, thus contributing to improved livelihoods in rural areas and the sustainable reduction of hunger and poverty. Its mission is to provide capacity building, advocacy and leadership on pluralistic and demand-driven rural advisory services (RAS) for sustainable development. GFRAS plays a catalytic role, promoting and stimulating interactions between RAS policy stakeholders at global, regional, and national levels. It also supports the development, exchange, and diffusion of tried and tested RAS approaches, tools, and policies and stimulates institutional and individual capacity development.

African Forum for Agricultural Advisory Services (AFAAS) www.afaas-africa.org, is a continental platform for mutual learning and innovation among agricultural extension and advisory services providers across Africa. The AFAAS' goal is to enhance utilization of improved knowledge and innovations for improving productivity oriented towards individual and national development objectives. AFAAS is aligned with Comprehensive Africa Agriculture Development Programme (CAADP) and therefore contributes to African Union's goal of delivering average growth rate of 6% GDP. The Forum operates through multi-stakeholder Country Fora (CFs) that embrace public and private actors in the national agricultural innovation systems.

The Uganda Forum for Agricultural Advisory services (UFAAS)- www.ufaas-ugandacf.org, is a Country Chapter of AFAAS, that was established in 2011, to bring together all Agricultural Extension and Advisory Services (AEAS) actors in Uganda. These range from: public sector, private sector, Academia (including schools), NGOs/civil society, farmer organizations to media. The Forum promotes strategic partnerships, advocacy, capacity building, information sharing and professional interaction among AEAS actors in Uganda." Under its thematic area of Resilient and Inclusive Agriculture, UFAAS embraces diverse approaches that promote resilience, including Agro-ecology.

About the GP SAEP project

GFRAS is implementing an Agroecology project in close collaboration with International Fund for Agricultural Development (IFAD). The project called 'Global Programme for Small-scale Agroecology Producers and Sustainable Food Systems Transformation (GP-SAEP)' is part of a larger funding envelope provided by the European Commission (EC) and will be implemented between 2023 and June 2026. See project summary [YouTube video](#) for more details).

The goal of the project is the transformation of food systems towards agroecology by enabling small-scale producers to strengthen their practices of agroecology, through better access to knowledge, support services, improved technologies and market outlets. This should improve their resilience to climatic, environmental and socio-economic shocks and stressors as well as food and nutrition security and incomes. The programme is structured around four components; GFRAS in partnership with Access Agriculture and the youth network (YPARD) is responsible for Component 3, focusing on *"Increasing Access to knowledge and Empowering 10 000 Small-Scale Farmers in Agroecological Transition through Participatory Rural Advisory Services (RAS) and Farmer to Farmer joint learning"*.

Implementation of the project

Implementation of this third component by GFRAS and its partners will happen in four countries: Madagascar and **Uganda** in Africa, and Costa Rica and Ecuador in Latin America. The GFRAS regional networks, and the Country Fora in the implementing countries are essential in the implementation of this project. As part of the project implementation, the country fora in collaboration with GFRAS Global Secretariat and regional networks are recruiting a total of 20 Agroecology Master Trainers; 5 in each of the implementing country.

Implementation of this third component by GFRAS and its partners will happen in four countries: Madagascar and Uganda in Africa, and Costa Rica and Ecuador in Latin America. The GFRAS regional networks, AFAAS and RELASER and the Country Fora in the respective countries will be essential in the implementation of this project.

In Uganda, UFAAS (the implementing Country Forum) in collaboration with GFRAS Global Secretariat and UFAAS are recruiting a total of 5 Agroecology Master Trainers for the selected districts of Buikwe, Bugiri, Kasese, Lira and Sembabule.

2. Duties and Responsibilities

Who are the Master Trainers?

Master Trainers are subject matter specialists with experience in training and capacity building. Uganda will have 5 MTs who will be equipped as resources persons to train 60 RAS facilitators on agroecology and do backstopping at field level throughout the duration of the project. The specific responsibilities of the Master Trainers are listed, but not limited to, the ones that follow:

2.1 Capacity building of RAS facilitators on Agroecology centered advisory services.

- 2.1.1 Be available to attend an intensive four-day face-to-face training of Master Trainers to be equipped with the learning approach in the context of this project.
- 2.1.2 Be part of the five (5) Master Trainers team that provides training to 60 agricultural extension and advisory service providers (referred to as RAS facilitators) on agroecology in the respective countries.
 - Training material will be provided by the project.
 - The trainings will be organised by the country forum.
 - Two RAS training workshops will be organised by the Country Fora, each accommodating 30 RAS facilitators (RF).
- 2.1.3 Each Master Trainer will be responsible for overseeing the activities of 12 RAS facilitators who will be grouped into Peer Learning Teams (PLT) of 4 people (also known as a Learning Cluster) throughout the duration of the project.

2.2 Coaching of RAS facilitators during field work

During the field practice period, the Master Trainer is expected to:

- 2.2.1 Ensure PLT members within allocated Learning Cluster meet on a regular basis and reflect systematically on the outcomes, difficulties and challenges faced during implementation, as well as lessons learned.
- 2.2.2 Continuously provide PLTs within allocated Learning Cluster with backstopping support, timely pick up on any challenges that might arise during the implementation and find ways to address them.
- 2.2.3 Encourage PLTs to identify and document farmer Innovators and Innovations around Agroecology practices.
- 2.2.4 Promote Peer Learning and knowledge sharing within own Learning Cluster

2.3 Coordinate learning and sharing within Learning Unit and interface with other parts of the project.

- 2.3.1 Coordinate learnings with allocated Learning Cluster and interface with other actors within the project (e.g. Access Agriculture ERA teams and YPARD Agroecology Extension Fellows)
- 2.3.2 Consolidate lessons generated within own Learning Cluster to be shared across Learning Clusters and with the Regional Professional Coordinator

- 2.3.3 Attend regular reflection session with the Regional Professionalization Coordinator and other Master Trainers (virtually).
- 2.3.4 Participate in knowledge sharing events at national level to share experiences from own Learning Cluster (2 to 3 events will be organised during the duration of the project).
- 2.3.5 Participate in the selection of best performing PLTs and Farmer Innovators champions.
- 2.3.6 Be available to accompany the winning PLT (if selected) to attend the regional workshop. All cost will be covered by the project.

3. Master Trainer's Profile

- Experience in Agroecology, sustainable agriculture, climate adaptation or related fields
- Understanding of the agricultural extension and agricultural landscape in Uganda
- Be available to attend a 4-day training of Master Trainers workshop
- Must be fluent in English
- Competent in common computer tools and applications
- Knowledge, understanding and and/or experience as a trainer in Participatory Approaches (including Farmer Field School, Farming Family Learning Groups (FFLG), Action-learning, experiential learning and systems based learning approaches)
- Be committed to the entire duration of the project
- Ability to work under pressure
- Access to Internet and computer for attending meetings and implementing the work
- Be open to receiving constructive feedback
- Be available to attend regular feedback and knowledge sharing session with the Global Professionalization Coordinator, Regional Coordinator and other Master Trainers across countries either virtually or in person.
 - It is anticipated that at least 2x in person training workshops will be organised at country level at the beginning of the project; 2x virtual workshops will be organised per year as well as 1 in person knowledge sharing event per year at country level and 1 regional knowledge sharing (in person) at the end of the project. Details will be elaborated in due course.

Being a resident and knowing the local languages spoken within the targeted district, plus being a member of UFAAS, will be added advantages.

4. Minimum qualifications

- Four-year qualification or equivalent
- Minimum of 5 years' experience in Participatory Training and Development

The selection of MTs will strategically prioritise key institutions in scaling up and mainstreaming the Agroecology Module and NELK in the Uganda.

5. Work Load, Duration of Work and Remuneration

The Master trainer will work on a Consultancy Basis, at least 8 days per month, for 2 years beginning January 2024. A fair remuneration, including a stipend, travel and communication, will be negotiated with only those whose go through to the interview level.

6. Proposals

Interested persons should email:

1. A one-page letter outlining their competencies related to the required duties and responsibilities, plus their station of operation.
2. A CV (of no more than 2 pages) outlining your qualifications and profile

To UFAAS Secretariat at: ufaascf@afaas-africa.org , CC: ufaas2013@gmail.com by **22nd December 2023**.

Important Note: Feedback will only be sent to those whose applications are selected.