

Terms of Reference (TOR)

Social Inclusion, Institution Development and Gender Facilitators

Background

The Smallholder Agribusiness and Resilience Project (SARP), a project jointly financed by the International Fund for Agricultural Development (IFAD) and Government of Sri Lanka, aims to build resilience and market participation of 40,000 rural households in the climate change affected districts of Anuradhapura, Vavuniya, Matale, Mannar, Puttalam and Kurunegala. This is pursued through capacity building for climate resilience and inclusive value chains, combined with investments for climate resilience and inclusive value chains including last mile infrastructure. The lead programme agency is the Ministry of Agriculture, which would be establish a dedicated project management unit (PMU) at central level and two regional hubs the implementation of SARP.

Scope of Work

- Under the overall guidance of the Project Coordinators and supervision and support of the Social Inclusion and Institutions Development Specialist; the Social Inclusion, Institution Development and Gender Facilitators will:
- Take the lead in the social mobilization and community development processes in their respective local areas.
- Draw up guidelines and criteria for the selection of the cadres of community facilitators (CFs) to be employed by the project.
- Provide on the job training and mentoring support to community facilitators and community and group representatives nominated by the community/ group in community mobilization and organization.
- Review the availability and potential of national service providers to be sub-contracted to provide support in community mobilization and livelihoods development.
- Assist the Social Inclusion and Institutions Development Specialist to develop terms of reference for national service providers in areas related to social mobilization and gender related issues.
- Contribute in participatory planning covering socio-economic aspects.
- Identify training needs and design training programmes for project beneficiaries and field staff in aspects social development.
- Facilitate the formation, organization and training of community members to form Community Development Fora, Farmer Field Schools and user groups for community and group activities.
- Regularly monitor and provide technical support to community facilitators in group formation and development.
- Monitor the implementation of the services and the outcomes achieved by the local service providers with regard to farmer group composition, social inclusiveness, internal cohesion and reciprocal trust
- Assist in providing data to meet the projects monitoring and evaluation requirements as and when needed.
- Provide technical advice to the Project Director and Area Coordinators regarding social mobilization and gender policies and activities with a view to ensuring their appropriateness and viability.
- Facilitate linkages between communities and implementation partners both within or external to the project.

- Any other duties assigned by either project director, social inclusion and institution specialist and area coordinator

Qualifications and experience:

Area of qualification / experience	Expected level of qualification / experience
Education:	
Education	She / He should have a completed a degree in Social science / or a field related to rural community development Business Administration, Organizational Management, Economics, Development Studies or any other related filed
Working experience:	
Experience related to working for Development Sector.	At least 4 years of working experience related to participatory community development and applied gender and youth mainstreaming at project / or institutional level.
Working experience related to Institutional Development.	She / He should have related working experience forming / establishing institutes or organizations, bearing positions in such organizations
Working experience or working knowledge related to Agriculture.	She / He needs to have a provable experience with poverty, gender and youth targeting in agriculture-based rural development projects or acquired qualifications related to the areas mentioned would be a plus point.
Working experience or professional qualifications acquired in the area of training.	Having a provable experience or acquired qualifications related to the areas mentioned would be an added advantage.
Other qualifications and experience	<ul style="list-style-type: none"> • Computer literate • Strong inter-personal skills • Strong analytical skills • Fluency in English and Sinhala and preferably Tamil

Duty station and duration

District hub-offices/district office with frequent travel to the project sites.

Duration of services – 12 person months contract for the first year with extensions depending on performance)