



## Terms of Reference

### Field facilitators

#### WWF-Pakistan

Reporting to	:	Project Officer MCI
Duty Station	:	Project Office – Rahim Yar Khan
Employment Contract	:	Short Term Contract
Total Positions	:	02
Work Week	:	5 (Monday to Friday) Days - 40 hrs / week
Work Hours	:	0830 hrs to 1715 hrs

### Major Duties and Responsibilities

- Capacity building of farmers and farm workers (male & females) as per criteria of Milliner Cotton Standards.
- Ensure timely implementation of corrective actions given by the implementing partners at unit level.
- Baseline survey of small, medium & large scale farmers and farm workers to develop project database.
- Support Project Officer in development of training material for field staff, farmers and farm workers (male & females).
- Develop annual training plan for farmers and farm workers.
- Capacity building of farmers focusing set protocols of clean picking, and desired post harvest care from farm to gin gate
- Introduction and promotion of supporting picking tools/items to ensure quality cotton picking
- Baseline survey to identify worker families having complete/partial dependency on cotton crop.
- Support Project Officer in capacity building and skill enhancement of women workers leading to additional/ alternate livelihood options and cotton pickers on clean & quality picking.
- Establishment of potential home based small enterprises for women workers such as establishment of micro-nurseries, establishment of kitchen gardening plots/medicinal plants, establishment of poultry units, pickle, James & ketchup preparation etc.
- Support Project Officer in promotion of sophisticated and standardized packing of cotton bales at ginning factories level.
- Support Project Officer in pilot testing of application regarding seed cotton & lint availability information
- Address issues to keep progress of the project on desired pace
- Organize activities such as farmers field days for wide spread dissemination of Milliner Cotton Standards.
- Participate in feedback and planning sessions on fortnightly basis
- Participate in monthly progress review meetings and share the quality and pace of outputs.
- Any other task assigned by supervisor

### Selection Criteria

#### Education & Work Experience

- Minimum FA with at least 2 years experience preferably in sustainable cotton production or in development sector.