Terms of Reference

Conduct Capacity Building Training for the CBOs based on Training Need Assessments (TNA)

Sustainable Management of the Mangroves Ecosystem and Enhance Resilience of Communities in Indus Delta

Duration of the Assignment: 1 July – 30 September 2021

Project Background and Introduction:

Indus Delta is one of the unique ecosystems being one of the largest arid mangroves ecosystem of the world. The delta is spread over 600,000 ha, it consists of 17 major and hundreds of small creeks with productive mudflats which provide home to a variety of micro and macro fauna. It is the world’s 6th largest delta covering 139,000 ha of mangroves. *Avicennia marina* is the dominant mangrove species covering 90% of the total mangrove forest cover, while the rest of three species *Rhizophora mucronata* (8%), *Aegiceras corniculatum* (1.5%) and *Ceriops tagal* with (0.5%) cover. Around 0.5 million people directly benefiting from mangroves and its associated natural resource. Mangroves are used by the local communities for fuel-wood, as around 20,000 ton of mangrove wood consumed by the local communities annually; it is also providing grazing ground for livestock. It is estimated that around 20,000 camels and 5,000 cattle freely grazing in the mangrove contribute to mangroves decline.

The project titled as *Sustainable Management of Mangroves Ecosystem and Enhance Resilience of Coastal communities in the Indus Delta* is aimed to conserve the unique mangrove ecosystem at two priority locations of Indus Delta, i.e. Keti Bunder and Kharo Chan. The project is financially supported by the German Federal Ministry for Cooperation and Development (BMZ) through WWF Germany. The project spans over 17 villages of the Indus Delta and engages vulnerable mangroves, fisheries and other natural resources dependent communities. The mangrove areas are used by local communities living in the surrounding villages to catch fish and crustaceans and as a source of firewood, timber, grazing and fodder for livestock. Mangrove loss leads to loss of revenue in fishing activities. Wood is only used for personal consumption. The use as cattle feed and grazing is largely unregulated. These are among the main causes of continuing mangrove loss and degradation in the Indus Delta. The project sites comprise of six mangrove areas (clusters) covering 17 villages, 1258 household and 11,696 individuals in Keti Bunder and Kharo Chan in districts Thatta and Sujawal, Sindh.

Purpose of the Study:
This study aims to enhance knowledge, skills and understanding of six community-based organisations (CBOs) / mangrove management units (MMUs) established in 2019 as part of the project to adopt better mangrove management practices to help reduce existing as well as emerging stressors on the mangrove resources and enhance resilience of mangrove ecosystem and its associated communities, for sustainability. Additionally, the CBOs are responsible to support in carrying out various project activities and help to sustain various project interventions on a sustainable basis and continue to engage in the mangroves management and conservation on a long-term basis. For this purpose, enhancing their organizational skills, donor engagement, office management and people management etc. A training needs assessment carried out in 2020 identified important capacity gaps and needful training options which can be used as a guiding document for developing training curriculum and plan. The consultant is expected to develop customized training modules and training approach most suitable in the context of the local CBO’s existing capacities and knowledge. The training module may include but are not limited to the institutional management of CBOs; record keeping; Conflict management; enhance coordination and reaching local donors; networking and advocacy; Resource Need Assessments; Conservation of mangroves and other natural resources; alternatives to illegal fishing practices and declaration and management of no taking zones; grazing management practices and its effective implementations; reduction of fuelwood consumption and finding alternative ways for improvement of traditional cooking stoves, alternative means of livelihood such as nature based aquaculture practices, handicraft making etc.

Terms of references (ToRs):

• Conduct existing capacity assessments of each CBO for gap analysis;
• Conduct a capacity needs assessment building on the existing Training Need Assessment reports, community interaction and relevant project document in close collaboration with project team;
• Develop customized training modules in close collaboration with Project team meeting the requirement of community in English and local languages
• Establish baseline information and follow up plans with clear indicators and monitoring logs for each training course to determine impacts;
• Develop and submit plan for each training prior to conduct ; Lead 6 training each 5 Days training for cluster CBOs;
• Develop comprehensive reading materials / handouts for each training session in English and Sindhi languages and develop an appropriate and effective manual both in Sindhi and English languages for the trainings suggested in the TNA study keeping in view the 5 days’ period for each training and provide hard copies to each participant and soft editable copies to WWF-Pakistan;
• Conduct comprehensive pre and post training evaluations to measure training effectiveness
• Ensure that lessons learnt, problems and good practices during the workshops;
• Submit comprehensive training reports – one for each training session as per the outline agreed /approved by Team Leader, the reports will also cover the behavior, learning tendency and other associated behavioral attitude and related suggestions for each CBO.
Deliverables:

A. A training plan based with outline of each training curriculum
B. Training manuals each having modules for each theme (in English / Sindhi both) both hard (one each set for each training individual) and soft copies. Please keep in view most of the communities are uneducated so the manuals should be pictorial/animated and interactive to meet the purpose.
C. Training modules for each training (Hard and soft)
D. Training baseline and follow up plans for each theme
E. Pre-and post-assessments that have to be part of the final report
F. High quality six training reports as per approved Table of contents (even the first draft is also be properly reviewed for spills, grammatically check and should be properly arranged like the final version of the report with high quality English).

Required Skills and Qualification:

- At least a Master degree in the relevant field from any HEC recognized institute
- At least 5-8 year experience in capacity building, curriculum development and local scale institution development in development sector
- The trainer(s) must be certified in the relevant discipline (copies of the relevant certificates have to be submitted with the application/proposal)
- All trainings must be conducted in Sindhi
- Excellent analytical, oral and written communication skills in Sindhi, Urdu and English
- Knowledge of dynamic of Indus Delta would be an asset
- Displays cultural, gender, religion, race and age sensitivity and adaptability
- Demonstrated experience in report writing
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Demonstrates WWF behaviors in way of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF’s brand characteristics, which are knowledgeable, Optimistic, Determined and Engaging.

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