Terms of Reference
Field Trainer Rural Livelihood (Female)
WWF-Pakistan

Reports to : Assistant Project Officer Livelihoods & Gender Empowerment
Project / Program : Carrefour Organic Cotton Project
Grade : B-1
Location : Khairpur, Sindh
Contract : Long term
Work Week : 05 Days- 40 hours/week

Duties and Responsibilities
- Work in close coordination with coordinator Rural Livelihood and Manager organic cotton to ensure field level implementation of project activities.
- Conduct a detailed analysis in organic cotton project emphasizing livelihoods opportunities, issues in working districts including gender division of labor, access to control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation.
- Conduct baseline and end-line surveys for impact analysis of interventions.
- Ensure that gender & disadvantaged groups and vulnerable groups’ dimensions are integrated throughout the activities of carbon smart projects’ capacity building activities and other aspects of implementation.
- Identify and establish climate smart model villages to demonstrate livelihood improvement interventions and sustainable organic crop production practices.
- Ensure skill development trainings of rural women on actions like Apiculture, Sericulture, establishment of Family Food Gardens, Micro-nurseries and Kitchen Gardening techniques/Tunnel farming etc.
- Organize training of cotton pickers/rural women on sustainable harvesting practices in accordance with devised harvest and post-harvest standards and procedures.
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- Built capacities of rural families on Family & community health hygiene and workplace safety
- Enhance socio-economic resilience of organic cotton farming communities against climate-change vulnerabilities through livelihood improvement interventions
- Establish Agro Based Rural Women Entrepreneur groups in working areas of the project.
- Collect field information, crop data, training information etc. by using e-smart software and analyse to make it presentable.

- Ensure smooth operation of technological demonstrations at field level
• Conduct baseline survey to identify gaps in prevailing on-farm harvest and post-harvest practices with reference to fiber quality preservation during picking, handling, storage and transportation of raw cotton.
• Organize the training workshops for cotton pickers pertaining to trash abatement and contamination prevention in accordance with harvest and post-harvest standards of cotton value chain.
• Prepare & present the monthly Project Activity Plan in collaboration with station coordinator/manager.
• Maintain proper documentation of field activities (daily & weekly) and submit fortnightly reports to the Project Officer Rural Livelihood.

Selection Criteria

Education, Experience & Working Knowledge
• A university degree in Agriculture from HEC recognized university
• Two years' of working experience in relevant or similar projects is desirable
• Have own smartphone and smoothly operate different android applications.
• Ability to create data sheet in excel and operate different Agriculture related android applications.

Skills & Attributes
• Adheres to WWF’s values, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, and Persevering & Delivering Results;
• Personnel management skills and experience;
• Good problem-solving skills and results orientation;
• Data Entry by using Android/iOS platform
• Ability to travel in field areas;
• Ability to motivate and influence others;
• Sensitivity to gender and other social issues in Pakistan;
• Demonstrated interpersonal communication and leadership skills;
• Excellent written / spoken English and Urdu; other languages will be an advantage;
• Proficiency in the use of computer office applications on word processing and spread sheet;

HR department : Signature /Date----------------------------------------------
Hiring Manager : Signature /Date----------------------------------------------
Acknowledged by Employee : Signature /Date----------------------------------------------

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