**Terms of Reference**

**Field Trainer**

**WWF-Pakistan**

**Reports to** : Project Officer/ Sr. Project Officer

**Project / Program** : Agroforestry & Biodiversity conservation, IDH

**Grade** : C-3

**Location** : Multan and Bahawalpur

**Contract** : Short-Term contract

**Work Week** : 05 Days- 40 hours/week

**Duties and Responsibilities**

- Work in close coordination with Project Officer to ensure field level implementation of project activities through planning & provision of technical support to field trainers & rural livelihood trainers.
- Conduct baseline survey to assess GHG emission through crop production and protection practices.
- Organize farmer trainings on carbon smart crop production and protection practices, clean cotton handling and agro-biodiversity conservation activities to ensure long-term sustainability of agricultural system.
- Ensure the adoption of climate smart practices through provision of technical support to climate smart groups in model villages.
- Support Project Officer to demonstrate innovative water conservation technologies at farm level to improve crop water productivity.
- Assist Project Officer in organizing training events for farmers and workers on carbon-smart crop production and protection practices, water stewardship and sustainable land use management.
- Motivate farming communities to adopt agroforestry and biodiversity conservation activities in project areas and promote multiple associated benefits such as economic development, environmental sustainability, biodiversity conservation, increased agricultural production through sustainable agroforestry practices.
- Demonstration of advance farming tools and machinery among communities to enable them for making right and informed decisions.
- Support Project Officer in establishing field trials to demonstrate carbon-smart crop production practices among farming communities.
- Training of farmers to make them aware on using E-smart training tools to strengthen the Decision Support System (DSS).
- Identify and establish climate smart model villages to demonstrate Carbon-smart crop production practices and livelihood improvement interventions among farming communities and further disseminate these practices among neighboring communities.
- Ensure the adoption of climate smart practices through provision of technical support to climate smart groups in model villages.
- Share the results of carbon-smart interventions with farming community and provide them technical assistance for adoption of devised climate-smart interventions.
- Collect field data, training information etc. by using e-smart software.
• Support Project Officer in devising digital training material and its dissemination to Strengthen carbon-smart production practices, agro-biodiversity conservation among farming Communities.
• Carryout plantation activities for ecological and economic benefits of rural communities as well as provide technical support on post plantation care.
• On-site trainings to promote sustainable livestock management practices.
• Collect basic information related to integration of agroforestry into agriculture lands.
• Train rural communities on agroforestry and biodiversity conservation.
• Build capacities of farming families on health hygiene and workplace safety.
• Implication of advanced training techniques like farmer field days, E-vans, meetings/workshops in groups and onsite demonstrations.
• Maintain records of E-smart trainings, field interventions, surveys etc. by using digital data collection App.
• Maintain proper documentation of field activities (daily & weekly) and submit fortnightly reports to the Project Officer F&MP.
• Able to use digital tool for training of farming communities.

**Selection Criteria**

**Education, Experience & Working Knowledge**  
- A university degree in agriculture from a 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.
- Having personal bike for field visit and bear the fuel/travel expenses by himself

**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
- Ability to travel in field areas
- Data Entry by using Android/iOS platform
- 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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