



**Terms of Reference
Field Facilitators (Male & Female)
Milliner Cotton Initiative Project, RYK
WWF-Pakistan**

Reporting to:	Agronomist – MCI Project
Project / Programme:	MCI, RYK / F&A
Grade / Title:	A1 / Field Facilitator
Duty Station:	Rahimyar Khan
Employment Contract:	Short Term Contract
Work Week:	5 (Monday to Friday) Days - 40 hrs / week
Work Hours:	0830 hrs to 1715 hrs
Number of Positions:	01

Duties and Responsibilities

- Prior to the first growing season conduct a number of awareness raising meetings on the issues of sustainability in the cotton sector (tailored to the local situation and the production systems) and the requirements of the MCI project for farmers to take an informed decision on whether they want to participate as MCI farmer or not.
 - Categorize farmers into smallholders or medium farms and group farmers into Groups for training sessions.
 - Provide training to farmers on the requirement of the MCI project during the cotton growing season and post harvest practices as well.
 - Ensure that farmers can maintain a Farmer Field Book and learn from it.
 - Assess the level of adoption/progress at Farm level.
 - Support communication between project officer and farmers.
 - Facilitate the verification process during the assessment.
 - Capacity building of farmers and farm workers (male & females) as per criteria of MCI protocols.
 - Support Project Officer in development of training material for field staff, farmers and farm workers (male & females) and also support in development of annual training plan for farmers and farm families.
 - Capacity building of farmers focusing set protocols of clean picking, and desired post-harvest care from farm to gin gate.
 - Facilitate the collection of data from smallholders and medium farms.
 - Develop and train groups of women workers in the project area.
 - 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.
 - Establishment of potential home-based small enterprises for women workers such as establishment of micro-nurseries, establishment of kitchen gardening plots, establishment of poultry units, etc.
 - Participate in monthly progress review meetings and share the quality and pace of outputs.
 - Arrange feedback sessions according to the plan
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- Submit field data and desired reports in time.
- Any other duty assigned by the supervisor

Selection Criteria

Education, Experience & Working Knowledge

- At least BA / B.Sc or intermediate, Agriculture diploma holder will be preferred
- At least 02 years of working experience in the rural area especially with cotton farming families.