

Terms of Reference (ToR)
for Consultant-Capacity Building
(Contract ID: GBCRP/NTNC/S/IND/6)

PROJECT:

Improving Climate Resilience of Vulnerable Communities and Ecosystems in the Gandaki River Basin, Nepal.

BACKGROUND:

The project 'Improving climate resilience of vulnerable communities and ecosystems in the Gandaki River Basin, Nepal' or 'Gandaki Basin Climate Resilient Project (GBCRP)' in-short, aims to enhance the adaptive capacity and resilience of communities and ecosystems to the impacts of climate change in the region.

The project is a seven-year undertaking developed to mainstream and operationalize a sustainable river basin approach for watershed management by building climate resilience of both vulnerable communities and ecosystems in the Gandaki River Basin and has three components: community resilience; ecosystem resilience and climate governance. Each of the project components has an outcome which will be contributed by seven project outputs and yield number of deliverables.

It targets 19 districts in three provinces—Bagmati, Gandaki and Lumbini. Benefitting 1.9 million people and with over 847k tonnes of emissions avoided, the project is anticipated to be used as a model for showcasing how climate-resilient development in large river basins can occur successfully throughout Nepal.

The International Union for Conservation of Nature (IUCN), as a GCF-Accredited Entity, is the implementing entity while the Department of Forest and Soil Conservation (DoFSC) under the Ministry of Forests and Environment (MoFE) and the National Trust for Nature Conservation (NTNC) are the executing entities of the project. The total budget of the project is USD 32.7 million, including a grant from the Green Climate Fund (GCF) of 27.4 million and a co-financing amount of USD 5.3 million from the executing entities. The field activities are executed through DoFSC's Field Execution Offices (FEOs)- Basin Management Centre Gandaki, Kaski and Federal Watershed Management Resource Center, Kulekhani, Makawanpur in collaboration with NTNC and IUCN Nepal. The Project Management Unit (PMU), housed at the DoFSC, is responsible for overall project execution under the guidance of the Project Steering Committee (PSC).

The project focusses on increasing community resilience by building the capacity of farmers, forest user groups and water user groups through field schools, community based planning and monitoring. In this context, there is a need to provide support to capacity building activities like training workshops and learning sessions to transfer knowledge, skills among the staffs involved in the GRB project. For this,

NTNC will be recruiting Consultant-Capacity Building to work at NTNC's office located in one of the areas of FEOs.

JOB SUMMARY:

Working under the overall leadership and guidance of the Head of Department-Climate Change and Knowledge Management, the incumbent is expected to perform as the Consultant-Capacity Building is expected to for the development of planning and management structures and tools for the conservation and restoration of the ecosystem based on site-specific Ecosystem-based Adaptation measures.

RESPONSIBILITIES:

The Consultant-Capacity Building will be responsible to carry out the following tasks:

- Conduct needs assessments to study and identify the capacity building requirements of the community and site specific institutions to identify conservation and restorative structure and tools
- Create and curate training manuals, materials, resources, and tools on ecosystem management to support capacity building initiatives for local farmers and local level trainers.
- Conduct Training for Trainers (TOT) in all ecosystem restoration and maintenance for sustainability
- Develop and pilot community-based monitoring and maintenance programmes for the sustainability of restored ecosystems
- Capacitate the communities in the implementation of monitoring and maintenance programme
- Collaborate with internal and external subject matter experts and partners to ensure the delivery of high-quality capacity building programs.
- Stay updated with emerging trends and best practices in capacity building and incorporate innovative approaches to improve program effectiveness.
- Regular coordination with field execution Offices, DoFSC, IUCN, and NTNC for activities implementation;
- Coordinate and perform other duties as assigned.

OUTPUTS/ DELIVERABLES

- TOT model and manual
- Submit the monthly/trimester/ half yearly progress report of approved program and budget of fiscal year to the Head of Department.

QUALIFICATIONS AND EXPERIENCES

- Master's degree in a relevant field such as Climate Change, Agriculture, Forestry, Agroforestry, Environment Management or a related discipline with at least 8 years of work experience;
- Proven experience in designing, delivering, and evaluating capacity-building programs for diverse audiences;
- Excellent verbal and written communication skills, with the ability to effectively present complex information to different audiences;
- Strong facilitation and training skills, with the ability to engage participants and create an interactive learning environment;
- Strong analytical and problem-solving abilities to identify training needs and assess the impact of capacity-building initiatives;
- Demonstrated project management skills, including the ability to plan, execute, and complete projects on time and within budget;
- Ability to work in a dynamic environment, manage multiple tasks simultaneously, and adapt to changing priorities;
- Proficiency in using technology for virtual training and e-learning platforms;
- Excellent analytical, problem-solving, and decision-making skills;
- Effective communication and interpersonal abilities to collaborate with diverse project teams;
- Ability to work under pressure, prioritize tasks, and meet tight deadlines.

Duty Station: The work location will primarily be at NTNC's office located in one of the areas of FEOs, with occasional visits to other project-related sites.

Travel Requirement: Frequent Visit (as required) to NTNC Office along with travels to project sites. Travelling Costs will be as per the NTNC norms.

Period of Involvement: Six (6) Months subject to renewal based on performances and availability of the Funds. Either party may terminate this agreement by providing one month prior written notice in case of unsatisfactory performance, breach of contract, or any other compelling reason.

Selection Criteria: The applicants will be selected based on relevant work experience and qualifications. The consultant will be selected based on the approved criteria of NTNC. The main criteria for the selection will be relevant work experience, qualifications followed by interview.

Application Submission Procedure: Interested Consultants should email their updated CV and cover letter along with filled application form (refer website) mentioning job title at career@ntnc.org.np before 31st August, 2023, 17:00 hrs.