



## CENTRE FOR PEACE AND DEMOCRACY

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### Terms of Reference

#### Consultancy on Capacity Building for Fishery Associations in Warsheikh District

Project Title	Nabadoon Reconciliation Activity
Assignment	Consultancy on Capacity Building for Fishery Associations in Warsheikh District
Client	Centre for Peace and Democracy (CPD)
Contact Person	Project Manager
E-Mail Address for Submission of Offers	<a href="mailto:procurement@cpd-africa.org">procurement@cpd-africa.org</a>
Submission Date for Expressions of Interest	10 <sup>th</sup> September 2024 to

#### 1. Background

Nabadoon Reconciliation Activity (Nabadoon) is implemented by CRS and its implementing partners SSWC and CPD. This five-year, Nabadoon program is implemented in 4 districts in Southern Somalia: i.e. Afgoye, Barawe, Jowhar and Warsheikh. The project aims to lay the foundations for transforming intercommunal conflict in targeted communities through achieving three strategic objectives i.e., i) strengthened social ties in the 4 targeted Districts, ii) conflict-affected communities working collaboratively to strengthen livelihoods iii) build consensus around inclusive resource-sharing and responsive service delivery.

The project is implementing a Fishing Livelihood Project in two locations within Warsheikh District, i.e. Warsheikh Town and Ceemaan Town. The fishing livelihood project aims at improving the livelihoods of fishing group as fishing is a major preoccupation in Warsheikh District. The project has so far undertaken various consultations with the local communities and District administrations which led to identification of 8 Fishing Associations and their needs. Based on this the project managed to provide Fishing Equipment (cast nets, lines and boat engines) supporting 360 fish folk both directly and indirectly.

The Fishing Associations, it was observed, have adequate knowledge on boat engine management and repair and maintenance of fishing nets and thus required only additional support in provisioning.

To further this initiative, CPD, through the Nabadoon Project, seeks to capacitate beneficiaries with the necessary knowledge and skills in Fish handling Hygiene and fish drying for 20 members drawn from the 8 Fishing Associations. The training shall also building the capacity of the 8 targeted Fishing Associations' management teams in working on marketing and linkages and also financial management training to support increased revenues and incomes for the members with proper accountability structures put in place.

## Objective

To recruit qualified trainers to provide comprehensive training to 50 beneficiaries classified into 2 fishing training clusters (see Scope of Works below) including fishermen, women fish retailers, fish handlers from the 8 Fishery Associations that were provided with fishing items and equipment as part of the fishery livelihood project supported by the Nabadoon Project. The objective of the training will be to support the fishery group members with knowledge and skills in hygiene in fish handling and drying of fish to increase shelf life and consumption, and fish marketing and financial management for the 8 targeted Fishing Associations.

## 2. Scope of Works

CPD plans to conduct 2 fishery trainings for 50 members (25 per training) from 8 fishing group beneficiaries (3 from each group/umbrella).

1. The 1<sup>st</sup> training will be Fish handling Hygiene and fish drying (3 Days) for 20 members drawn from the 8 Fishing Associations.
2. The 2<sup>nd</sup> training will be fish marketing and financial management training for the targeted 8 Fishing Associations (3 Days).

## 3. Planned Training Beneficiaries

	<b>Core Fishing Training</b>	<b>Fishery Training Target Group</b>	<b>Planned Numbers</b>	<b>Training Location</b>
1.	Fish handling Hygiene and fish drying	Fishermen, women fish retailers and fish handlers from the 8 Fishery Associations	20 members drawn from the 8 Fishing Associations.	Warsheikh Town
2.	Fish marketing and financial management training	Fishing Associations Management Teams	20 members from the 8 Fishing Associations	Warsheikh Town

## 3. Training Program Development

The training need is linked to assessed training assessments based on the consultations undertaken by the stakeholders in the fishing value chain. These include the fishermen, the various fish handlers including women retailers and fish off leaders and cleaners, and management of the 8 Fishing Associations.

Based on the above, the hired consultant will collaborate with the project team to design a customized training program that addresses the identified needs/areas. A team of two training consultants shall be allowed to apply where no individual consultant has no capacity in all the indicated core training areas.

This program should cover:

1. Fish Handling Hygiene in Fishery Value chain.
2. Fish Drying techniques.
3. Fish Marketing and Financial Management for the Fishing Association.
4. Develop with the participants a Sustainability Plan.

#### **4. Training Delivery**

Conduct training sessions in Warsheikh District, ensuring that all beneficiaries understand and can apply the skills and knowledge provided. This includes:

1. Practical demonstrations
2. Hands-on practice
3. Theoretical knowledge

#### **5. Reporting**

The selected fishery training expert shall be required to prepare and submit a training report detailing the training activities, including an evaluation of the training beneficiaries' progress and any recommendations for further support. The training will be required to provide feedback from the trainees to support follow-up support to the beneficiaries to address any challenges they may face in applying the new skills.

#### **6. Training Duration**

The training duration for the two key areas will be 3 days each and 1 day for compilation of the training report (8 days in total).

#### **7. Responsibilities**

CPD will provide the logistics to enable access to Warsheikh District and to the training venues. The organization will also work with the 8 Fishing Associations to provide the participants to be trained in the two areas indicated.

The consultant shall be required to provide avail themselves for further planning once recruited. The consultant shall provide the deliverables as indicated in section 7 below.

#### **8. Deliverables**

- A comprehensive training program tailored to the needs of the beneficiaries.
- Training Manual containing the key modules required in each core training area indicated.
- Successful delivery of training sessions to all designated beneficiaries.
- Feedback from the trainees to enable follow-up and future improvements in fishery.
- A final report summarizing the Training Process, Outcomes, Sustainability Plan and Recommendations.

#### **9. Qualifications and Experience**

- Knowledge on the indicated planned core training areas as indicated.
- Experience working with fishing communities, preferably in conflict-affected or low-resource settings.
- Strong communication and interpersonal skills.
- Ability to develop and deliver practical, hands-on training sessions in all the indicated training areas as per the Scope of Training indicated.

#### **Application Process**

Interested candidates are invited to submit the following documents:

1. A detailed CV with Contact information for two professional references.
2. A Technical Proposal with cover letter, detailing proposed training approach, training plan and timeline.
3. A Budget indicating the daily rate of training by the individual consultant that is inclusive of food and accommodation.

**Submission Deadline:** Applications must be submitted by 10<sup>th</sup> September 2024 to [procurement@cpd-africa.org](mailto:procurement@cpd-africa.org)