



JOB POSITIONS FOR TRAINERS



Background

Nile Hope is a National Non-governmental Organisation registered under South Sudan NGO Act. Our vision is to **Strengthening Communities for Sustainable Development**. We are operating in 7 of the 10 former states of South Sudan, reaching the vulnerable communities through the following sectors; **WASH, FSL, Protection, Nutrition, Health, Education and Peace Building**.

Nile Hope is implementing a Technical and Vocational Education Training (TVET) Project 'EMPOWER' funded by EU-DEVCO 2018-2020. Titled '**Strengthening civil society and enhancing technical and vocational education and training (TVET) for youth employment**' in South Sudan, its main goal is to 'Promote active citizenship and the empowerment of local CSOs, through access to relevant and quality TVET, to income generating opportunities and through a CSO Funding Mechanism for South Sudan.'

In order to successfully achieve the objective, Nile Hope is implementing Hairdressing, tailoring and pastry/bread making Training in Duk & Twic East and is currently looking for qualified trainers, capable of doing the job with the minimum supervision from the project manager.

Nile Hope is inviting qualified eligible trainers to express interest for training as per the Terms of Reference highlighted below:

1. Tailoring

Position title:	Tailoring trainer
Project title:	EU-DEVCO TVET Project
Project Code	CSO-LA/2017/390-381
Number of Target Beneficiaries	15 Youth
Location	Duk and Twic East
Number of Positions	2
Contract Duration:	6 Months



A) Objective

The course objective is to provide the youth with knowledge and skills in tailoring and embroidery capable of making them start business by their own after completing the course.

B) Specific Objective

- To equip the youth with knowledge and skills on tailoring and embroidery so that they can put in their business.
- Give the youth general technique and design of the tailoring and embroidery course
- To make the youth be able to start their own business as a result of skills required in the training.

C) Scope of Tasks and assignment

- Design and elaborate training materials, training manual and training program;
- Train youth on the cloth mending and embroidery
- Help form the Tailoring and dress making business group and provide daily mentorship for three months
- Mentor the trainee in the mentorship phase of the program.
- Give a continuous diagnostic assessment to the trainee throughout the training period
- Train students on basic tools and peripheral equipment according to a revised contextualized curriculum
- Train students on how to set up, manage and maximize tailoring workshop
- Train students on day-to-day workshop activities
- Train students on how to relate to consumers, or employers, performing or ensuring business etiquette
- Train students on maintenance of relevant equipment and tools
- Supervise and coordinate students engaged in local context problem-solving, and monitoring students capacities and resilience
- Train students on how to adjust/modify and customize relevant tools and items
- Train students on how to conduct workflow analysis, designs,, cost estimation and cost or product comparison analysis
- Help to form and mentor the dairy business group
- Submit the report at the end of the work
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D) Qualifications & Preferred Skills

- Tailoring certificate or equivalent
- Must have experience in working with big organization or competitive market for similar task
- Must have skills in training other people
- Ability to work constructively as part of the team of the centre
- Ability to self-evaluate learning needs and actively seek learning opportunities
- Good communication skills
- Work in and lead a team



- Highly committed
- Must produce the training content from a curricula recognized by relevant South Sudan ministry

Application & Contacts: Submit a copy of your CV and testimonials to Nile Hope's Office in Munuki off Munuki Road or send email to Nile Hope Human Resource Department.

Email: tut@nilehope.org before the close of business on 30/4/2019. Only the shortlisted candidates will be contacted.

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4. Dairy

Position title:	Dairy Production trainer
Project title:	EU-DEVCO TVET Project
Project Code	CSO-LA/2017/390-381
Number of Target Beneficiaries	45 Youth
Location	Duk and Twic East



Number of Positions	2
Contract Duration:	3 Months

A) Objective

The course objective is to provide the youth with milk production and processing skills in order to improve their livelihood through sale of the dairy products.

B) Specific objective:

- Design and elaborate training materials, training manual and training program;
- To equip the participants (youth) with Knowledge and skills of milk production and processing
- To equip the participants (youth) with Knowledge and skills on the keeping the good hygiene during milk production and processing
- Have skills on the packaging and marketing
- To make the participants acquire different processing and milking equipment and their maintenance
- To equip the participants (youth) with knowledge of identifying different signs of diseases in cow and able to provide basic treatment.

C) Scope of Tasks and assignment

- Design a training content and manual for training youth on dairy production
- Train the youth with the skills on the dairy breed, production, management and marketing the dairy product
- Train the youth on various packaging and delivery method
- Train the youth on the milk quality management at milk collection/cooling centres
- Train the youth (participants) on milk quality and management of milk transportation and small-scale milk trade
- Train the youth (participants) on appropriate technologies for small-scale milk processing and preservation
- Train the youth (participant) appropriate record keeping and business management for small-scale milk traders, transporters and processors
- Train the youth on code of hygienic practices and regulations governing milk handling, transportation and processing
- Train the youth on signs and symptoms of diseases in animals and simple treatment
- Evaluate the students learning by giving continuous diagnostic test
- Provide recommendation for the training
- Help to form and mentor the dairy business group
- Provide continuous evaluation of the trainees' performance
- Submit the report at the end of the work



D) Qualifications & Preferred Skills

- Bachelor degree in animal production
- 2 years' Experience in the related field
- Good communication skills
- Work in and lead a team
- Highly committed
- Must produce the training content from a curricula recognized by relevant South Sudan ministry

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4. Vegetable

Position title:	Vegetable trainer
Project title:	EU-DEVCO TVET Project
Project Code	CSO-LA/2017/390-381
Number of Target Beneficiaries	35 Youth
Location	Duk and Twic East
Number of Positions	2
Contract Duration:	3Months

A) Objective



The objective of the training is to equip youth with knowledge and skills in vegetable production in order to improve their livelihood and generate small in-come for themselves through establishment of vegetable farm.

B) Specific objectives:

- To equip the youth (participants) with the skills on the preparation of vegetable crops' land
- To equip youth (participants) with skills and techniques of vegetable production, management and diseases/pests control.
- To prepare youth with knowledge and skills on vegetable business management.

C) Scope of Tasks and assignment

- Design training manual, elaborate training materials and training program;
- Train the youth on the land preparation, skills and right site for the vegetable crop production
- Train the youth on different vegetable growing techniques
- Train the youth on vegetable production and seedling production
- Train the youth on the vegetable farm management and disease/pest control
- To provide training on Sanitation and scouting
- Train youth on Pest and disease management
- Train youth on the Harvesting and grading of vegetable seeds
- Help to form and mentor the vegetable farmers group
- Provide continuous evaluation of the trainees' performance
- Submit the report at the end of the work

D) Qualifications & Preferred Skills

The vegetable trainer must have:

- Bachelor of agriculture or equivalent in horticulture and vegetable
- Experience of 2 years with organization in the related field
- Good communication skills
- Work in and lead a team
- Highly committed
- Must produce the training content from a curricula recognized by relevant South Sudan ministry.

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Nile Hope is inviting qualified eligible trainers to express interest for training as per the Terms of Reference highlighted below:

1. Pastry/bread making

Position title:	Pastry/Bread making trainer
Project title:	EU-DEVCO TVET Project
Project Code	CSO-LA/2017/390-381
Number of Target Beneficiaries	80 Youth
Location	Duk and Twic East



Number of Positions	2
Contract Duration:	3Months

A) Objective

The general objective of this course designed to give candidates the basic knowledge and skills required for making pastry/bread from flour based materials. Upon completion of the course, the candidate should be in a position to start a bakery business of his/her own.

B) Specific Objective

After the course, the trainees will have the following competence

- Use different flour based items to bake different pastry products
- Have knowledge to mix different ingredients for produce pastry
- Have knowledge and skills on keeping sanitation in his/her work place
- Be able to manage pastry business.

The training program would broadly cover the following topics:

- Selection, measurement and mixing of ingredients
- Decorating (creating colour, texture, and decorative objects)
- Baking tools and kitchen equipment
- Ingredient choices
- Baking of products (of various types and sizes)
- Dough
- Fillings
- Sanitation

C) Scope of Tasks and Assignment

- Design and elaborate training materials, training manual and training program
- To develop course content based on the available resources for making the pastry/bread
- Collaborate with the participants in all aspects for successful conduct of the training
- Impart service with highest standard of professional and ethical competence and integrity
- Ensure highest occupational safety standards in the conduct of the training
- Submit training report at the end of the training program



- Trainer should use a participatory approach in which a simple and easy-to-understand, demonstration by the participant and more hands-on practice by the trainee are mean of learning.
- Keep record of individual participants and carry out continuous assessment
- Help form the pastry/bread processing group and provide daily mentorship program
- Submit the report at the end of the work
- Must produce the training content from a curricula recognized by relevant South Sudan ministry

D) Qualifications & Preferred Skills

A trainer must have:

- Good communication and interaction skills (should have a basic communication in the local language or Arabic)
- Over 2 years of experience in instructing/teaching participants in baking
- A minimum qualification of Diploma in baking from recognized institute within/outside the country
- Good communication skills
- Work in and lead a team
- Highly committed
- Must produce the training content from a curricula recognized by relevant South Sudan ministry

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TERMS OF REFERENCE

1. Hairdressing

Position title:	Hairdressing Trainer
Project title:	EU-DEVCO TVET Project



Project Code	CSO-LA/2017/390-381
Number of Target Beneficiaries	15 Youth
Location	Duk and Twic East
Number of Positions	2
Contract Duration:	6 Months

A) Objectives of the assignment

The general objective of this training is to provide youth with knowledge and technical skills which will enable them improve their livelihood through income generation. The skills acquired is expected to make the youth fit the labour market demand of South Sudan.

B) The specific objectives of this assignment are to:

- Provide participants (beneficiaries) with technical knowledge and skills pertaining to the application of hairdressing, its chemicals and cosmetology;
- Provide participants with a deeper understanding of different types of hairdressing cosmetics and their effects on the human body;
- Equip participants with technical skills relevant to identification of the quality and types of hair and scalp to insure appropriate hair chemicals are applied on them;
- Empower participants with technical skills pertaining to selection and preparation of different types cosmetics to be applied on different types of hair;
- Provide participants with techniques of doing hair quality test especially its porosity, elasticity and thickness, so as to know how to treat it properly and adequately;
- Empower participants with technical skills and deeper understanding of hairdressing products content and relevant mixing principles;
- Facilitate participants to highlight challenges that are attached to cosmetology and hairdressing learning process and hence propose some of the solutions.

C) Scope of the tasks and assignment

For a successful technical training delivery in, the trainer will:

- Design and elaborate training materials, training manual and training program;
- Provide a table of needed training consumables, tools and stationaries together with quantity, type and price with full description+ equipment;
- Train youth on technical knowledge and skills pertaining to the application of hairdressing, its chemicals and cosmetology;



- Assist participants to acquire a deeper understanding of different types of hairdressing cosmetics and their effects on the human body;
- Provide training to the trainees (beneficiaries) on practice and technical skills relevant to the hairdressing and cosmetology ;
- Facilitate participants to highlight challenges that are attached to cosmetology and hairdressing learning process and hence propose some of the solutions.
- Provide continuous diagnostic evaluation to the trainees in the course of the learning.
- Provide a basic guide to beneficiaries involved in the induction with relevant topics covered.
- Help in formation of Hairdressing/Beautification group
- Conduct follow up visits to every group to ensure that hair beauticians are applying the recommendations in the best way and have created the conditions managing their products/business
- The trainer must have or develop, adapt a curriculum recognized by South Sudan Ministry of Labour and Ministry of Education.
- Provide inception, draft and final report of the training.
- Submit the report at the end of the work

D) Qualifications & Preferred Skills

The prefer candidate should have:

- Completed an approved Hair dressing and cosmetology program.
- Get a Hairdressing and cosmetology License.
- Have 2 year work experience in the field.
- Complete a Cosmetology Instructor Program.
- Get a Cosmetology Instructor License.
- Good communication skills
- Work in and lead a team
- Highly committed
- Must produce the training content from a curricula recognized by relevant South Sudan ministry

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