

Resilience through Agriculture in South Sudan (RASS) Activity Terms of Reference

Position Title	Subcontract /Short-Term Technical Assistance (STTAs) to Train 60 Youth on Hide & Skin in Akobo, Wau/Jur River and Kapoeta North counties
Budget Activity Reference	Conduct training for 60 youth on animal hide/skin processing technology in three counties.
Work Location	Akobo, Wau and Kapoeta North
Contract Name	Resilience through Agriculture in South Sudan Activity (RASS)
Status	Subcontract /Individual STTAs
Period of Performance	15 days Level of Effort (LOE) per county
Direct Supervisor	Deputy Chief of Party (DCOP) or his Designate

I. About RASS Activity

The Resilience through Agriculture in South Sudan (RASS) Activity is a four-year USAID-funded project implemented by DAI Global LLC and two sub-contractors: CARE International and International Fertilizer Development Center (IFDC), aimed at improving food security and community household recovery and resilience across 17 counties in Western Bahr el Ghazal, Unity, Upper Nile, Jonglei, Western Equatoria, Eastern Equatoria and Lakes States in-line with USAID strategic framework for South Sudan. To achieve this, RASS employs a resilience pathways approach to improve the effectiveness of local systems and strengthen the capacities of community groups to achieve gender-responsive and diversified market-sensitive agriculture production; facilitate increased production of diverse nutritious foods by strengthening productivity, reducing food loss, and improving nutrition behaviors; strengthen and expand household and community opportunities for sustainable, locally driven livelihoods; and enhanced private sector productivity of honey and shea nuts value chains. Gender Equality, Youth, and Social Inclusion (GEYSI) and Social Behavior Change Communication (SBC) are integral to RASS programming. The work is aimed at transitioning communities from humanitarian assistance to a phase of inclusive development assistance and economic growth.

The RASS Project will work closely with other United States Government projects as well as collaborate with other United Nations (UN) Agencies and Funds, International Non-Governmental Organizations (INGOs), and National Non-Governmental Organizations (NGOs) to ensure maximum benefit to the communities and minimal duplication of assistance.

2. Context, Scope, and General Technical Requirements

Most of the South Sudanese population rely heavily on pastoralism which is not only an important economic asset but also a key cultural component of the practicing communities. Pastoralism is believed to have provided sustenance for 70% of the population (FAO 2016). Therefore, RASS will invest in these areas and work closely with youth to enhance the use of hides and skins in the three respective Counties (Akobo, Kapoeta, and Wau). RASS will begin rebuilding the basic

infrastructure of three proposed slaughterhouses in Kapoeta North, Akobo, and Wau to enhance the capacity of butchers, flayers, and other actors in the hide and skin value chain to produce and sell higher-quality hides and skin products.

The project designed refresher training for 60 young people involved in the hides and skins value chains as one of the deliverables approaches and will be carried out in five specified Counties where RASS operations will be carried out. As a result, the content of this training activity will strengthen the competency of local butchers and flayers in trade practices, allowing teenagers to become self-sufficient.

2.1 Project Participants

A total of 60 youths will be given refresher training on Hide & Skin from three (3) counties and provided with tool kits containing assorted materials to enable work with others in the group. Once they are trained; they will be able to improve the quality of the products they produce and fit the market demands.

2.2 Objective

The overall objective is to develop participant skills and competence to contribute to the improvement of food security and incomes of the population in targeted counties with the specific purpose of improving food security and incomes for rural smallholders in consideration of the axial roles and potentiality of smallholders to boost the rural economy and reach a sustainable food security level in the country.

The main objective of engaging the subcontractor or individual consultants is to train and equip participants with knowledge and practical skills on different aspects of animal production such as stunning, animal slaughtering, bleeding, ripping, flaying, and processing of hides and skins and craft techniques. By the end of the training the trainees are expected to acquire the following skills:

- A sound knowledge of basic principles of hygiene and sanitation during the production and processing of hides and skins.
- Improved knowledge and technical skills in the production of good quality hides and skins.
- Improved knowledge and technical skills on different aspects of preservation/processing of hides and skins and crafts techniques.
- Knowledge of grading and storage of hides and skins.
- Improved understanding of marketing channels and benefits of collective marketing.

2.3 Geographical Locations

This activity is scheduled to be piloted in three (3) counties in Years II and III and later extend to other locations on a need basis. These locations were assessed to have an abundance of Hide & Skin that are not being used due to inadequate skills and knowledge from the youth. Strengthening the local capacity of youth in production and productivity systems or chains will enhance future sustainability and reduce dependency syndromes.

2.4 Methodology and Approach

The training method will be more participative, with all participants, regardless of gender or cultural beliefs, being encouraged to participate and express their thoughts. This will not only help instructors detect knowledge gaps but will also provide young people (women and men) with a friendly setting in which to learn and contribute to discussions. The consultant is required to deliver this hands-on training to guarantee that the project is finished on time.

The Consultants will travel to the assigned counties and work collaboratively with the RASS frontline teams to undertake the training sessions accordingly. During the completion of the training, a facilitator is expected to gather feedback for participants for future programming.

3. Role of Hide & Skin Trainer

While looking for an experienced and motivated candidate to provide training for Hide & Skin, it's essential to hire a local knowledgeable crafter who understands both market demands and the products rather than importing someone with variance inputs. The trainer is therefore expected to: -

- Provide workshop practice regulations and safety measures to trainees before, during, and after training.
- Support Hide & Skin trainees in designing the best craft that fits in the market.
- Inspect and supervise the training at a workshop to ensure they are accurate and complete progressively.
- Provide support to setting and operating the tools for designing.

4. Required Competences

Below are the requirements for the successful Hide & Skin trainers who will be able to deliver training to trainees in the selected counties.

4.1 Educational Qualifications and Experiences

Applications from registered consulting firms are preferable and as well as individuals with extensive experiences are welcome and will be assessed on their ability to demonstrate the following qualifications and competencies.

- Experience in facilitating training related to animal production.
- Knowledge of livestock-based systems in South Sudan and the role of stakeholders.
- Experience conducting similar trainings in three (3) regions of South Sudan.
- Bachelor's degree/Diploma in Animal production or other related fields.
- Strong analytical, facilitation, and communication skills.
- Excellent reporting and presentation skills.
- Fluency in spoken and written English.
- Ability to communicate confidently in one of the local languages in Eastern Equatoria, Western Bahr el Ghazal, and the greater Upper Nile region.
- Excellent adult training facilitation skills.

4.2 Additional Information

- Consultant shall be required to sign and abide by the DAI Safeguarding Policy (which includes prevention of sexual exploitation and abuse, and behavior protocols).
- Consultant shall abide by USAID beneficiary data privacy/management policies.

4.3 Ethical Considerations, Confidentiality, and Proprietary Interests

- The Firm/Consultant must apply standard ethical principles during the assignment. Some of these must deal with the confidentiality of interviewee statements when necessary, refraining from making judgmental remarks about stakeholders.
- The Firm/ Consultant shall not disclose any proprietary or confidential information related to the service without prior written consent by the contracting authority during the term or after the termination of the assignment. Proprietary interests on all materials and documents prepared by the contract holder under this assignment shall become and remain properties of DAI/RASS.

5. Training Details

The Hide & Skin refresher trainer is expected to come up with his or her training guide that is relevant to the objective of the RASS activity. The training helps to reflect and address the needs of trainees in a local context. Major topics should include but not be limited to the following.

- Sharing Perceptions of the Training Program: an icebreaker
- Assessing Group Resources
- Defining Expectations of the Training Program
- Workshop safety regulations and requirements
- Eye hook and link: technology transfer
- Record keeping and financial literacy.
- Advertisement and marketing.
- Designing belts, wallets, and handbags.
- Branding.
- Grading the Hide & Skin.

6. Key Deliverables

The following will be the deliverables upon the successful training of Hide & Skin trainers.

- a) An inception report clearly outlining the approach and methodology, proposed activity implementation timelines, and the outline of the training.
- b) A comprehensive and well-organized training report.

7. Reporting Requirements

Under the overall supervision of the RASS Chief of Party (COP) and in collaboration with relevant DAI/RASS technical personnel including the Market Systems Technical Lead and Farm Inputs Supply Specialist, under the direct supervision of the Deputy Chief of Party (DCOP), the Consultant will be directly supervised by the County Manager in their respective county of assignment. The Consultant is expected to furnish weekly updates on the progress of the activity

to facilitate the designated RASS staff to provide the necessary support in monitoring and reporting on the progress and provide the technical and material support needed for this activity.

This is a fixed fee assignment in which the Consultant shall be responsible for arranging and covering his/her required expenses such as travel, accommodation, feeding, and any other incidental costs associated with executing this assignment. Payment will be made in three instalments as follows: the first instalment (30%) upon submission and acceptance of the inception report; the second instalment (30%) upon submission of the draft report, and the final payment (40%) upon completion and approval of the final report.

8. Propose a Work Plan and time frame.

The period for this consultancy will be twelve working days per County. This activity is to be completed no later than October 31st 2024, as distributed as per the below breakdown.

- Travels (1 day)
- Hide & Skin Training (15 days)
- Reporting (1 day)
- Total (15 days)

9. RASS Activity Commitment

During the implementation of the activity, RASS will commit to the following points.

- To pay the Subcontractor or individual fee, as specified in a consultancy contract to be drawn.
- RASS will provide the cost of the training venue and materials.
- RASS through its technical personnel will co-facilitate the training and be able to monitor the progress and report.
- RASS will ensure all the participants of this training have a conducive environment and complete the period of the training.

10. Expected Outcomes

Leather has played a significant role in providing clothing, shelter, footwear, and seating throughout history. Although it has evolved into a luxury material it is the inherent nature of its properties that has drawn people to it through the ages. Once the RASS project trains and equips youth on Hide & Skin, they will be able to produce good crafts for local communities and improve their livelihood status.

11. Submission

To apply, please send your technical proposals which includes (complete and updated CVs/resumes of the proposed experts) and financial proposals detailing methodology, work plan, required resources, and budget; and previous reports as two documents (**Vol-1, technical Proposal, Vol-2 – Financial Proposal**) to: rass_submissions@rassactivity.org. In the subject line, please include the: “**Hide and Skin Training**”. DAI/RASS encourages applicants to submit their applications electronically. Only shortlisted Firms/Individual candidates that meet all the minimum qualifications will be contacted. The deadline for submissions is **Friday, August 30, 2024, at 05:00 PM (17:00) CAT**. Kindly be reminded that DAI does NOT tolerate canvassing and will not answer questions via phone calls.

DAI Organization and Values: DAI is a global development company with corporate offices in the United States, the United Kingdom, EU, Nigeria, Pakistan, and Palestine and project operations worldwide. We tackle fundamental social and economic development problems caused by inefficient markets, ineffective governance, and instability. DAI works on the frontlines of global development. Transforming ideas into action—action into impact. We are committed to shaping a more livable world.

DAI and its employees are committed to confronting racism and holding ourselves accountable for positive change within the company and in the communities, cultures, and countries in which we live and work. DAI is committed to attracting and retaining the best employees from all races and backgrounds in our continued effort to become a better development partner. DAI upholds the highest ethical standards. We are committed to the prevention of sexual exploitation, abuse, and harassment as well as other ethical breaches. All of our positions are therefore subject to stringent vetting and reference checks.

DAI is an equal opportunity/affirmative action employer with a commitment to diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.