



Terms of Reference:

Project Title: On the Farm and Beyond: Growing Hand in Hand's capacity for impact through sustainable agriculture

Date: October 2021

Title of Piece of Work: Regenerative and Circular Agriculture Curriculum Development

Organisational Background:

Hand in Hand International (HiHI) is part of the Hand in Hand network, a group of organisations stretching from Afghanistan to Zimbabwe that since 2003, has helped create or improve some 4 million jobs – 90 percent of them for women. HiHI supports network partners in implementing its programs through donor reporting, capacity building, technical assistance, strategic guidance and oversight.

The organization works with marginalized communities in the areas of economic and social empowerment using a participatory approach aimed at helping people fight poverty and vulnerability. The Hand in Hand enterprise and job creation approach is based on a philosophy of self-help, providing training, skills and support to enable people living in poverty, particularly women, to build and sustain independent, market-based, economic activities. This provides for a higher level of income for them and their families, which in turn contributes to greater food security, better education for children, increased access to healthcare, improved housing and overall improved livelihoods.

Hand in Hand Eastern Africa (HiH EA) is a registered Non-Governmental Organization (NGO) in Kenya, working for the economic and social empowerment of its poorest citizens to enable program participants to lift themselves out of poverty and vulnerability. HiH EA is part of the Hand in Hand (HiH) network that seeks to reduce poverty through job creation. HiH EA works with the marginalized, vulnerable poor rural and peri-urban smallholder farmers (80% women) to help them lift themselves out of poverty through the power of entrepreneurship. The organisation started operations in Kenya in October 2010 and is currently operating in 21 Field offices within 26 out of 47 Counties in Kenya. HiH EA has so far mobilised, trained and is training over 300,000 members (80% women, 40% youth) who have created over 296,000 enterprises and over 400,000 jobs on the Kenyan programme.

Background to the Project:

With nearly 70% of our members managing farms and agricultural enterprises, Hand in Hand views environmental sustainability as an essential contributor to enterprise survival and improved livelihoods. Our goal is to improve environmental sustainability across all Hand in Hand programmes. To achieve this, we need to strengthen our approach and capabilities in regenerative agriculture and circular economy practices. We have made good progress integrating climate resilience into our programmes, but a more ambitious approach is required to ensure sustainable production and improved resilience among our rural members. Our long-term vision is to promote profitable enterprises while also directly supporting a healthy environmental ecosystem that contributes to the resilience of such enterprises.

Hand in Hand is currently implementing a 3-year project to help us achieve this vision by building up the resources, skills and tools we need to successfully integrate regenerative agriculture and circularity into our enterprise creation model. The project consists of 3 stages:



- **Stage 1** will equip Hand in Hand with a clear strategy and approach for introducing regenerative agriculture and circularity in target communities, including dedicated training tools that can be adapted to different contexts.
- **Stage 2** will allow Hand in Hand to validate this approach with 1,600 members, applying the strategy and training tools in practice and assessing which aspects are most effective.
- **Stage 3** will lay the groundwork for awareness raising and advocacy by testing a new curriculum with community-based organisations representing Hand in Hand members, aiming to equip them to directly advocate for improved natural resource management.

This project will leave Hand in Hand with an enhanced enterprise model which consistently safeguards environmental integrity in addition to improving incomes. Our success will lie in having the expertise to tailor regenerative practices to our members regardless of where they are located, and in helping communities to build healthy circular economies. Having field tested our approach, we will have the start of a proof of concept that demonstrates the financial value of a regenerative approach. We also aim to have an expanded network of like-minded partners to leverage for systemic change, and the ability to support effective grassroots advocacy. This will enable us to replicate and scale our enhanced approach across Kenya.

Purpose of this assignment:

Currently Hand in Hand's training capacity and materials in regenerative agriculture and circular economy practices are both limited and localised, restricting the organisation's ability to meaningfully build the capacity of its members. HiH is therefore seeking a curriculum development expert with strong knowledge of agroecology to develop training materials on behalf of the organisation. These materials should be firmly rooted in Hand in Hand's new circular economy and farmer-centred regenerative agriculture (CE&RA) strategy, including applying a landscape management approach. Materials need to be accessible both to Hand in Hand trainers and community members.

Key objectives:

- Produce an in-depth curriculum, including training modules and supporting materials, to be used by Hand in Hand trainers when training member farmers on relevant regenerative agriculture and circular economy practices
- Validate the curriculum with Hand in Hand members and ensure Hand in Hand staff are able to deliver it
- Produce a summary training guide for Hand in Hand staff to refer to during training

Activities:

- Review Hand in Hand's CE&RA strategy, staff training workshop materials and current training module on climate resilience. Provide recommendations for a curriculum approach and outline.
- Lead the development of a revised CE&RA focused training curriculum that equips members to decide which regenerative and circular practices will work best for them, and how to apply these. Trainings can combine theoretical and practical elements.
- Validate the curriculum and learning materials with members via two workshops, one in each project region (Busia and Bomet).
- Roll out a comprehensive Training of Trainers within Hand in Hand and develop a summary training guide for staff to use as a reference.



Key Deliverables:

1. Inception meeting and detailed workplan
2. Recommendations for updates to Hand in Hands current Climate Resilience module
3. Full training curriculum and training guide on regenerative agriculture and circular economies, which has been validated by Hand in Hand and our members.
4. Two validation workshops with Hand in Hand members in Busia and Bomet
5. Final quick reference guide/training manual for each of the curriculum
6. Training for HiH's CE&RA technical unit on how to deliver curriculum as Master Trainers, deliver Training of Trainer (ToT) sessions to wider HiH staff.

Profile of Technical Experts:

Hand in Hand invites qualified and interested Technical Experts to submit proposals responding to these Terms of Reference. Experts will need to demonstrate excellent skills and experience according to the following criteria:

- A demonstrated track record of successfully developing training approaches (curricula, training materials and practical capacity building) for agriculture focused programmes. Previous experience providing Training of Trainer (ToTs) will also be essential.
- Clear expertise in sustainable/conversation agriculture and agroecology via either programme implementation, research or a combination of the two.
- A clear understanding of effective teaching techniques and approaches, as well as experience of capacity building, ideally in Sub Saharan Africa.
- Previous experience working with projects targeting grassroots entrepreneurs and enterprises, self-help groups, and financial institutions.
- Proven experience of working alongside international and national teams within civil society organisations; NGOs, academic institutions, social enterprises, etc.
- Previous exposure to regenerative agriculture approaches or programmes will be an advantage.
- Ability and willingness to travel to and/or within Kenya. The project will be based in Nairobi with travel to branch offices across Kenya.
- Fluency in verbal and written English, as well as Kiswahili will be considered an advantage.

Both individual experts and organisations are welcome to apply.

Timeframe

It is anticipated that this assignment should take no more than three calendar months.

Application Process:

To apply for this assignment, please send a detailed proposal to Jack Ord at jord@handinhandinternational.org by **21st October 2021**. The proposal should include:

1. A narrative presentation of how the expert(s) will approach the assignment, including achieving its key objectives and providing the deliverables set out above. This narrative should be no more than 6 pages excluding annexes.
2. A tentative workplan for the assignment, including key activities, the expert responsible and the timeframe (number of days) required.



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3. Any anticipated challenges and dependencies affecting the implementation of the activities and how these should be addressed both by the consultant and by HIH EA / HiHI.
4. A summary of the skills and experience of the consultant/s together with a CV showing relevant previous assignments and clients. CVs should be no more than 2 pages in length. A detailed budget, including fee quotes, a rationale for the consultant/s proposed and the number of days allocated to the assignment, as well as an estimate of non-fee related costs (travel expense, taxes etc).