

DeSIRA-LIFT Terms of Reference
Digital and pedagogical engineer in education and training
(NKE 1.29, Cat III)

Reference: SA1-9.1

1. Background

The [DeSIRA Initiative](#), funded by the European Commission (DG INTPA) seeks to enhance an inclusive, sustainable and climate-relevant transformation of rural areas and of agri-food systems, by linking better agricultural innovation with research for more developmental impact. It supports actions in low- and middle-income countries (LMICs) to strengthen the resilience of their agri-food systems, the relevance of the national and regional research and innovation systems, and the coherence and efficiency of their agricultural public research and extension services related to climate change challenges.

[DeSIRA-LIFT](#) is a service project (June 2021 – May 2025) to the European Commission (EC), Directorate General for International Partnerships (DG INTPA) with the main objective to enhance the impact of the DeSIRA Initiative by providing (on-demand) services to DeSIRA project holders and partners. DeSIRA-LIFT includes three service areas aligned to the three DeSIRA Pillars: Service Area 1 supports country-led DeSIRA projects to enhance their impacts on climate-oriented innovation systems in line with more sustainable food system transitions. Service Area 2 supports the Comprehensive Africa Agriculture Development Programme (CAADP) ex-pillar IV organizations in their Agricultural Knowledge and Innovation Systems (AKIS) related roles. Service Area 3 supports policy makers on themes related to agricultural research for development (AR4D) and innovation policies and programming. DeSIRA-LIFT is implemented by member organisations of Agrinatura (CIRAD, ISA, NRI, SLU, WUR) and EFARD (COLEAD).

2. Rationale of the assignment

The expert will join the DeSIRA-LIFT Service Area 1 team. Service Area 1 ([SA1](#)) aims to design and deliver needs-based support services to [pillar 1-DeSIRA projects](#) to both prove and improve their impacts.

[SA 1 service delivery approach](#) follows a step-wise process alongside the DeSIRA projects' implementation cycles. The SA1 team delivered a first cycle of support services between September 2022 and June 2023, dedicated to coaching country teams in designing their intervention strategy and MEL system. A second cycle started in September 2023 with [adjusted purposes and targets](#):

- Service 1: Facilitation of a community of Action & Reflexion for open and responsible innovation in agrifood systems;
- Service 2: Training of Innovation Facilitators;
- Service 3: Self-paced trainings on the five core capacities to manage for impact;
- Service 4: Group coaching on MEL to enhance innovation and impact.

3. Scope of the assignment

The Expert will contribute to service 3: "Self-paced trainings on the five core capacities to manage for impact".

The expert will perform the following tasks under this assignment:

- Design of the e-training platform:
 - o Take stock of SA1 existing educational content, materials, and resources produced during Cycle 1 service delivery: identify strengths, weaknesses, and areas for improvement to make use of these resources in an e-learning platform dedicated to R&I project managers;

- Produce a rapid benchmarking of existing e-trainings on similar topics for similar audience (professionals in activity);
 - Identify three e-learning paths and associated modules that would best meet SA1's objectives, target audience and needs; identify the gaps with existing pedagogic material;
 - Suggest appropriate technical settings for the digital platform, taking into consideration audience constraints (low-band width conditions) (ex: Moodle), and including an interface to interact with and support learners;
 - Design and harmonize the e-learning paths on the basis of the contents provided by SA1;
 - Develop the scripts content of three learning paths in collaboration with the SA1 experts
 - Propose a way to build in practical homework that would allow the users to apply the skills and get some feedback from SA1 trainers team.
- Implementation of the e-training platform:
 - Develop and finalize the e-learning paths and associated modules, based on existing pedagogic material, in collaboration with SA1 experts.
 - Support and guide SA1 experts in the creation of all the necessary new pedagogical material to be developed;
 - Support the deployment phase of the online training platform;
 - Contribute to the implementation and management of the online training platform
 - Facilitate the interface to interact with learners.
 - Follow-up:
 - Develop guidance to monitor and organize maintenance of the digital platform, to update training resources, to coordinate the community of trainers, and to implement continuous improvement of practices;
 - Propose next steps to further develop the on-line platform.

4. Deliverables

- Inception report on the overall approach to design and operationalize the SA1 digital training platform, including the positioning of the DeSIRA-LIFT digital platform on the existing offer,
- A work plan to design and operationalize the SA1 digital training platform,
- Scripts of three learning paths scripts;
- Draft versions of the online training platform;
- Pre-tests and feedback report;
- Final versions developed in the digital platform;
- Practical guidelines to manage and update the digital learning platform, including an approach for practical homework for the trainees to test their learning outcomes, and identify adjustments in the pedagogical content if necessary.
- Regular updates of the development of the digital platform and the modules of the three learning paths (progress reports).

5. Duration of the assignment

The assignment will be a maximum of 80 working days, starting during October 2023 and to be completed before 30 June 2024.

The work will be organized as such:

- October - December 2023 (Design): 20 days
- November 2023 – March 2024 (Implementation): 30 days

- Feb-March 2024 (tests and validation): 15 days
- March to May 2024 (Follow-up): 15 days

Tasks	Approx. Nb of days
Stocktaking, benchmarking, design of the 3 learning paths	10
Scripts of the three learning paths	10
Implementation of the e-training platform (10 days per learning path)	30
Pre-test and feedbacks, and validation of the learning paths, based on home assignments, self-paced training, and interactions with SA1 experts	15
Guidelines to manage and update the digital learning platform	5
Coordination meetings and guidance for the development of new pedagogic material	10
TOTAL	80

In case of unsatisfactory performance, the assignment may be terminated under specific conditions (to be specified in the employment contract).

6. Location of the assignment

The assignment will be primarily home-based.

7. Reporting

The expert will report to the expert responsible for Service 3 (NKE1.1) on a regular basis for the design and implementation of all her/his activities.

The expert will report to the SA1 leader and the Project Director for the validation of his/her workplans, timesheet and activity reports.

8. Required qualifications and experience of the Expert

The Expert will have:

Qualifications and skills

A relevant education in instructional design, pedagogical engineering, digital engineering or a related field.

General professional experience

At least 3 years' professional experience in areas directly relevant to international development, innovation with a social science perspective, knowledge and innovation systems, or likewise.

Specific professional experience

- At least 3 years' professional experience in areas directly relevant to manage techniques and technologies for making educational resources accessible for self-paced e-learning;
- Proven ability for educational scripting;
- Proven knowledge and expertise in developing audiovisual and multimedia supports;
- Excellent communication and collaboration skills to work with multidisciplinary and international teams.

Soft skills

- Sensitive/compliance with high quality training standard
- Ability to work in a multidisciplinary and intercultural environments

- Expertise in Moodle or equivalent type of e-learning platforms
- Skills for facilitation and communication
- Proficiency in multimedia software
- Self-organization capacities

Language skills

- Good working knowledge (spoken and written) in English.
- Good working knowledge (spoken and written) in French would be an advantage.