

DeSIRA-LIFT Terms of Reference

Trainer of Innovation Facilitators (SP)

(NKE 1.32, Cat III)

Reference: SA1-2.6

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.

[SA1 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 2: Training of Innovation Facilitators. The format of the learning pathway is anticipated as follow, yet to be finalized with the Service 2 coordinators:

1. Online session for assessing training needs (needs' assessment matrix);
2. A 4-day in-person workshop;
3. Online 2-hour follow-up sessions during several months for:
 - Additional learning modules to go further on specific demands
 - Individual follow-up coaching sessions
 - Group follow-up coaching sessions on specific topics

4. Capacity assessment and possible certification.

The Expert will perform the following tasks under this assignment:

- Assess needs of participants using the Service 2 methodology and align the learning path accordingly;
- Implementation of the Service 2 training pathway (objective of the training, targets, modules contents, monitoring)
- Develop and implement on-line and in-person training sessions and follow-up sessions in Spanish, for Cluster 4 projects (Latin and South American projects).
- Additional experts' mobilisation may be needed for the additional learning modules. The expert is expected to assess the demands and make suggestions in coordination with the Service 2 coordinators for additional modules.

4. Deliverables

- A selection report of the candidates (using the existing methodology of selection);
- Assessment of the trainees' skills, capacity development needs and progress at the end of the training session;
- Co-developed training modules, related pedagogic material;
- Implemented in-person training workshops: facilitation of at least one in-person in-country training workshops of a duration of four days, in the Spanish-speaking American region;
- On-demand follow-up sessions to provide feedback and continuous learning to the trainees facing real challenges in their projects, including if needed:
 - Development and facilitation of additional learning modules to go further on specific demands (maximum of four online training modules)
 - Individual follow-up coaching sessions
 - Group follow-up coaching sessions on specific topics
- All presentations and support material produced for the training modules in Spanish;
- Implement satisfactory survey/evaluation post training;
- A final report presenting the learning path, and the list of topics with associated competencies the trainees developed;
- Recommendations for further improvement of the DeSIRA-LIFT Service 2: matching projects' support needs, improvements of the training approach; improvements on the service delivery mechanism. This report will be used to improve the training for other trainings of innovation facilitators.

5. Duration of the assignment

The assignment will last for a maximum of 30 days to be completed between 1st November 2023 and 30th June 2024.

Tasks	Number of days
Improvement of the existing Training pathway (using needs assessment)	2
Participate to the selection and capacity assessment of the trainees' cohorts	2
Preparation and facilitation of at least in-person in-country training workshop of a duration of 4 days, in the Spanish-speaking Latin-American region	Max 14 days (7 per workshop)
Facilitation of two series of on-line training modules (2h per week, during four weeks)	5
On-demand follow-up sessions to provide feedback and continuous learning to the trainees facing real challenges in their projects, including if needed <ul style="list-style-type: none"> - Individual coaching sessions - Group-coaching on specific topics 	5

- Development and facilitation of additional learning modules to go further on specific demands	
- Additional experts' mobilisation	
Reporting, coordination meetings	2
TOTAL	30

6. Location of the assignment

The assignment will be primarily home-based, done virtually. In-person trainings will be organized in Latin America in Spanish-speaking countries where DeSIRA Projects intervene.

7. Reporting

The expert will report to the SA1 core team; the expert will start each training only after the approval from this SA1 core team. In case of unsatisfactory performance, the assignment may be terminated under specific conditions.

The expert will report to the SA1 leader and DeSIRA-LIFT Project Director for the validation of his/her timesheet and deliverables.

8. Required qualifications and experience of the Expert

The Expert will have:

Qualifications and skills

A relevant education in a discipline related to economics, social sciences, or agronomy.

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

- Professional experience in areas related to Training of Innovation Facilitators;
- Outstanding experience in facilitating professional training;
- Experience of training researchers and other actors of the agri-food sector;
- Working knowledge of fields related to agricultural innovation, rural development, agriculture and the agri-food sector.
- Soft skills
- Ability to work in a team and in a multicultural context;
- Excellent communication skills;
- Motivation, self-direction and proactiveness;
- Methodological rigour, priority management and organizational skills;
- Ability to respond to needs and to demands;
- Good command of office automation tools (Word, Excel, PowerPoint, Access) and comfortable using a variety of IT tools, software and the web.

Language skills

- Good understanding of English;
- Excellent command of Spanish in writing and speaking;
- Good command of another language (French and/or Portuguese) will be an advantage.