

**Terms of Reference (ToR) for Training consultant**  
**Imparting Training in CSA - SAEP**

**Training Title: Agriculture Production within the Climate Change Construct**

**1. Background**

**SAEP** is a six year (2018- 2024) programme co-funded by the Government of Grenada(GOG) the International Fund for Agricultural Development (IFAD) and the Caribbean Development Bank (CDB). **SAEP's** development goal is to contribute to the reduction of poverty and vulnerability of men and women in rural communities in the tri-island state of Grenada.

SAEP will be implemented through two (2) main Components namely: Entrepreneurship and Business Development (Component 1) and Climate Smart Agriculture (Component 2). The Ministry of Agriculture and Lands will be the line Ministry responsible for the implementation of activities under Component 2, through the Ministry of Agriculture Unit Coordinator (MoAC) and Extension Assistants (EAs) who will be directly linked to the Programme (SAEP) and its beneficiaries.

To achieve the goals and objectives of SAEP, the programme will be providing - as part of a comprehensive capacity building initiative - a series of technical training to 50 selected agriculturists from both the fishing and crop production subsectors in an effort to enhance the effective and efficient delivery services to its beneficiaries.

**2. Purpose:** To increase participants and other key stakeholders understanding, knowledge and appreciation of climate change and its causes; as well as its effects on agro-ecosystems.

**3. Objective:** To have a cadre of 50 selected agriculturists/trainees participate at introductory training session on Climate Change in relation to agriculture, to improve their knowledge and understanding regarding the relationship between Climate Change and agriculture, to then pass on their acquired knowledge to other key stakeholders (farmers, 4H members, extension officers etc.).

**4. Qualification and Experience**

- Minimum of 5 years of experience in providing/ conducting training and developing training guidelines;
- Experience working with gender and environmental issues related to Climate Change and the environment;
- Engagement with national, regional and international organizations / institutions on Climate Change
- Tertiary level certification in agriculture or an environmental related field

## **5. Scope of work**

- Prepare and submit training outlines
- Conduct pre and post evaluation / assessment
- Conduct two (2) day training
- Prepare and submit training/evaluation report
- Prepare and submit prior to activity, training materials, power point presentation including case studies and other hand-outs related to Climate Change and Climate Smart Agriculture adaptation practices (such as resource conservation, energy use, safety, biodiversity support and greenhouse gas reduction)

## **6. Expected Key Deliverables/Outcomes**

- Understanding Climate Change in the Caribbean and Global context
  - What is Climate Change and causes of Climate Change
- Understanding Climate Change potential impacts on agriculture and food security
- Need for Climate Smart Agriculture in Fisheries and Aquaculture
- Climate Smart Agriculture practices in Fisheries and Aquaculture
- Concepts of Climate Smart Agriculture with respect to Livestock
- Understanding Climate Smart Agriculture
  - Climate Smart Agriculture definition and characteristics
  - Gender issues in Climate Smart Agriculture including the fisheries sector
- The role of the extension professionals in Climate Smart Agriculture
- Climate Smart Agriculture solutions for your Area (Grenada)
  - Local Climate Smart Practises
  - Barriers and opportunities
- Understanding existing framework/conditions to facilitate and support the adaptation of Climate Smart technologies and practises

## **7. Facilities and support to be provided by the programme**

The programme will support the consultant in providing supervision and advice, reproduction of documents, equipment (projector and Lab top) and other related resources if necessary. The Consultant shall consult with the Ministry of Agriculture Unit Coordinator-SAEP to accomplish the assignment successfully.

## **8. Payment Modality**

The Consultant will be paid upon complete and satisfactory delivery of the training and submission of a final evaluation training report.

**Terms of Reference (ToR) for Training consultant**  
**Imparting Training in CSA – SAEP**

**Training Title: Construction of Contour Drains**

**1. Background**

**SAEP** is a six year (2018- 2024) programme co-funded by the Government of Grenada(GOG) the International Fund for Agricultural Development (IFAD) and the Caribbean Development Bank (CDB). **SAEP's** development goal is to contribute to the reduction of poverty and vulnerability of men and women in rural communities in the tri-island state of Grenada.

SAEP will be implemented through two (2) main Components namely: Entrepreneurship and Business Development (Component 1) and Climate Smart Agriculture (Component 2). The Ministry of Agriculture and Lands will be the line Ministry responsible for the implementation of activities under Component 2, through the Ministry of Agriculture Unit Coordinator (MoAL) and Extension Assistants (EAs) who will be directly linked to the Programme (SAEP) and its beneficiaries.

To achieve the goals and objectives of SAEP, the programme will be providing - as part of a comprehensive capacity building initiative - a series of technical training to 50 selected agriculturists from both the fishing and crop production subsectors in an effort to enhance the effective and efficient delivery services to its beneficiaries.

**2. Purpose:** To have selected farmers, extension officers, and 4H officers equipped with the necessary skills and knowledge to effectively and efficiently construct contours drains for soil and water conservation.

**3. Objective:** To train agricultural extensionists in the basic theories and applications necessary for the design and construction of contour drains using “A” Level, then have trainees pass on the acquired skills and knowledge to farmers, extension officers and 4H officers (trainees eventually becoming trainers for best practices in contour drains construction).

**4. Qualification and Experience**

- Minimum 5 years of experience in conducting training on soil conservation and water management issues;
- Possesses the technical skills in the construction and use of the ‘A’ Level;
- BSc or MSc in an agriculture related field as an agronomist / soil science expert

**5. Scope of work**

- Prepare and submit training outlines
- Conduct pre and post evaluation / assessments of trainees

- Conduct 2 days training
- Prepare and submit training/evaluation report
- Prepare and submit prior to the activity Power point presentation including case studies, training materials and other hand- outs related to the training
- Provision of all necessary resources for the construction of the “A” Level including human resources to facilitate construction of the structures

#### **6. Expected Key Deliverables/Outcomes**

- **Clearly simplified and easy to understand definition of soil conservation and** associated terminologies such as slope, contour and water erosion
- Linkages between hilly terrains, soil erosion and contour are clearly established
- ‘A’ Level and contour drains constructed
- The knowledge and skills in the use of the “A” Level and contour drain construction are transferred to the trainees.

#### **7. Facilities and support to be provided by the programme**

The programme will support the consultant in providing supervision and advice, reproduction of documents, equipment (projector and lab top) and other related resources if necessary. The Consultant shall consult with the Ministry of Agriculture Unit Coordinator-SAEP to accomplish the activity successfully.

#### **8. Payment Modality**

The Consultant will be paid upon complete and satisfactory delivery of the training and submission of a final evaluation training report.

**Terms of Reference (ToR) for Training consultant**  
**Imparting Training in CSA – SAEP**

**Training Title: An Introduction to Irrigation Water Management**

**1. Background**

**SAEP** is a six year (2018- 2024) programme co-funded by the Government of Grenada(GOG) the International Fund for Agricultural Development (IFAD) and the Caribbean Development Bank (CDB). **SAEP's** development goal is to contribute to the reduction of poverty and vulnerability of men and women in rural communities in the tri-island state of Grenada.

SAEP will be implemented through two (2) main Components namely: Entrepreneurship and Business Development (Component 1) and Climate Smart Agriculture (Component 2). The Ministry of Agriculture and Lands will be the line Ministry responsible for the implementation of activities under Component 2, through the Ministry of Agriculture Unit Coordinator (MoAL) and Extension Assistants (EAs) who will be directly linked to the Programme (SAEP) and its beneficiaries.

To achieve the goals and objectives of SAEP, the programme will be providing - as part of a comprehensive capacity building initiative - a series of technical training to 50 selected agriculturists from both the fishing and crop production subsectors in an effort to enhance the effective and efficient delivery services to its beneficiaries.

**2. Purpose:** To have farmers, extension officers, and 4H officers understand the basic concepts of soil - plant - water relationship and apply practical techniques of irrigation water management under the Climate Change Construct.

**3. Objective:** To create a cadre of 40 agriculturists in understanding effective water conservation techniques, placing emphasis on irrigation, Climate Change and Climate Smart Agriculture approaches with the view of transferring the acquired knowledge and skills sets to the farmers, extension officers and 4H officers in Grenada (trainees eventually becoming trainers and transferring acquired knowledge and skills to beneficiaries).

**4. Qualification and Experience**

- Minimum 5 years of experience in conducting training in irrigation, water conservation and management related issues;
- Demonstrate an understanding of water quality, nutrient management and plant nutrition
- BSc or MSc in an agriculture related field as an agronomist or soil science

**5. Scope of work**

- Prepare and submit training outlines
- Conduct pre and post evaluation / assessments of trainees
- Conduct 2 days (8 hrs) training
- Prepare and submit training/evaluation report
- Prepare and submit prior to the activity Power point presentation including case studies, training materials and other hand-outs related to the training

#### **6. Expected Key Deliverables/Outcomes**

- Understanding of water conservation and management techniques
- Understanding of the types of irrigation methods and its relation to climate smart agriculture
- Importance of water in plant nutrition is clearly established
- Terminologies of Soil water potential and its elements are clearly defined and illustrated
- Relationships between soil water potential, atmospheric temperature and soil water availability to plants are demonstrated

#### **7. Facilities and support to be provided by the programme**

The programme will support the consultant in providing supervision and advice, reproduction of documents, equipment (projector and lab top) and other related resources if necessary. The Consultant shall consult with the Ministry of Agriculture Unit Coordinator-SAEP to accomplish the activity successfully.

#### **8. Payment Modality**

The Consultant will be paid upon complete and satisfactory delivery of the training and submission of a final evaluation training report.

## **Imparting Training in CSA - SAEP**

### **Training Title: Quality Control in Fish Handling**

#### **1. Background**

**SAEP** is a six year (2018- 2024) programme co-funded by the Government of Grenada(GOG) the International Fund for Agricultural Development (IFAD) and the Caribbean Development Bank (CDB). **SAEP's** development goal is to contribute to the reduction of poverty and vulnerability of men and women in rural communities in the tri-island state of Grenada.

SAEP will be implemented through two (2) main Components namely: Entrepreneurship and Business Development (Component 1) and Climate Smart Agriculture (Component 2). The Ministry of Agriculture and Lands will be the line Ministry responsible for the implementation of activities under Component 2, through the Ministry of Agriculture Unit Coordinator (MoAL) and Extension Assistants (EAs) who will be directly linked to the Programme (SAEP) and its beneficiaries.

To achieve the goals and objectives of SAEP, the programme will be providing - as part of a comprehensive capacity building initiative - a series of technical training to 50 selected agriculturists from both the fishing and crop production subsectors in an effort to enhance the effective and efficient delivery services to its beneficiaries.

**2. Purpose:** To have beneficiaries equipped with knowledge (theoretical and practical) on good fish handling, processing, hygiene and sanitation practices according to established standards both locally and regionally/Hazard Analysis and Critical Control Point (HACCP).

**3. Objective:** Create a cadre of ten (10) fisheries extensionists in understanding best practices in fish handling, so that they can transfer the acquired knowledge and skills sets to the selected fisher-folks in the tri-island state Grenada.

#### **4. Qualification and Experience**

- Minimum 5 years of experience in conducting training in fishing and fish handling;
- Minimum of 3 years as a fish extension officer or fish biologist working with fishers and fisher-folks in the handling of fish and fish products;
- Demonstrate an understanding of the biology of fish
- BSc or MSc in Marine Biology

#### **5. Scope of work**

- Prepare and submit training outline that includes fish spoilage and quality assessment, hygiene requirements and practices during and after fishing, processing and distribution of processed fish, how to produce good quality frozen fish, record keeping for quality and hygiene, Sanitation Standard Operating Procedure (SSOP), transportation and sale of fish and a field exercise to monitor handling and hygiene etc.
- Conduct pre and post evaluation / assessments of trainees
- Conduct 2 days (8 hrs) training
- Prepare and submit training/evaluation report
- Prepare and submit prior to the activity Power point presentation including case studies, training materials and other hand-outs related to the training. Provision of all necessary resources (materials) required for the training if necessary

#### **6. Expected Key Deliverables/Outcome**

- Terminology of HACCP is defined and the importance of its adherence is clearly established
- Standard Operating Procedures (SOPS) in fresh and processed fish are established
- Factors affecting the quality of fresh and processed fish are clearly established
- Clearly established, good personal hygiene for fishermen, traders and processors

#### **7. Facilities and support to be provided by the programme**

The programme will support the consultant in providing supervision and advice, reproduction of documents, equipment (projector and lab top) and other related resources if necessary. The Consultant shall consult with the Ministry of Agriculture Unit Coordinator- SAEP to accomplish the activity successfully.

#### **8. Payment Modality**

The Consultant will be paid upon complete and satisfactory delivery of the training and submission of a final evaluation training report.