

Title: Agriculture Expert

Project: AFDAL Phase IV

Purpose

ADR is seeking to hire an “Agriculture expert” in the framework of the project **AFDAL-PHASE IIV** supported by the World Food Program (WFP).

AFDAL Project aims to improve competitiveness, quality and productivity of agricultural value chains while addressing immediate food consumption needs of vulnerable households.

Background

ADR, being a Lebanese NGO with non-lucrative, non-political, non-religious objectives that lends its support to the social players to help them acquire the knowledge and capabilities to improve and promote their standard of living, thus, setting up three main programs:

- 1- Micro credit program.
- 2- Vocational training and upgrading skills program.
- 3- Agricultural program (CASUR).

In addition to ad-hoc projects which falls in rural development and community empowerment. They stress on the partnership with the local community, municipalities, cooperatives, and associations.

ADR is implementing the project **AFDAL IV** in partnership with 2 partners Care International Lebanon and Fair Trade Lebanon The project phase I duration is for 10 months starting January 2024.

The General Activity Objective:

ADR will be responsible for engaging a consultant expert to conduct a capacity needs assessment under **Act 1.1.2 & 1.2.2** of the AFDAL project. This assessment aims to pinpoint specific gaps, challenges, and requirements faced by greenhouse and livestock farmers. **Subsequently, based on the comprehensive findings of this assessment**, a team of experts will be recruited to provide tailored support to each farmer, under **Act 1.1.3 & Act 1.2.3** of AFDAL project. This support will focus on enhancing their knowledge in agriculture, finance, and marketing to ultimately boost their income and net profit.

These activities will commence in May 2024, following the selection of farmers, and experts will be assigned to provide support by developing clear work plans for each farmer and conducting visitations to their farm units.

Conditions:

The project implementation area is in South Lebanon; therefore, **a top priority** is given to persons living and working in South Lebanon.

Description:

Expert Responsibility for Capacity Needs Assessment (Act 1.1.2&Act 1.2.2):

The main responsibility for an expert tasked with developing a capacity needs assessment for farmers would be to conduct thorough and detailed assessments of each greenhouse’s farmer and livestock farmer’s specific requirements. This would involve:

1. Collaborating with CARE, ADR and FTL to **design and implement** a capacity needs assessment process.
2. Prepare a **comprehensive capacity needs assessment** in close coordination with project team.
3. Collecting relevant data and information from farmers through interviews, surveys, and on-site visits.
4. **Analyzing** the collected data to identify the unique challenges, gaps, and requirements of each farmer.
5. **Developing tailored coaching sessions** and support strategies based on the findings of the assessment, for each farmer.
6. **Providing recommendations** to the project team on how best to address the identified needs and **improve the farmers' capacity** in areas such as agriculture practices, financial management, and marketing.
7. Ensuring that the assessment process **is conducted efficiently and effectively**, meeting project timelines and objectives.

Overall, the expert's main responsibility would be to ensure that the capacity needs assessment accurately **identifies the specific requirements** of each farmer and informs the development of targeted interventions **to support their growth and development**.

Expert Responsibility for Tailored coaching session (Act 1.1.3 & Act 1.2.3)

The main responsibilities of the expert tasked with visiting AFDAL farmers to offer technical support and coaching include:

1. **Analyze the findings** from the capacity needs assessment to pinpoint specific requirements and integrate recommendations into consideration.
2. Develop **clear work plans for each farmer** based on the assessment findings.
3. Provide **tailored coaching sessions** to address the needs of each farmer.
4. Conduct visits to farm units to provide technical support and coaching.
5. **Offer personalized guidance and advice to farmers** based on their specific challenges and goals.
6. Assist farmers in acquiring **new skills and learning innovative techniques**.
7. Provide **ongoing support** to address any issues faced by farmers.
8. Enhance farmers' expertise and capabilities to **optimize their agricultural operations, financial and market knowledge**.
9. Ensure **sustainable and successful farming** practices are achieved.
10. **Create a standardized template to be used during every coaching session**, as well as a **final template to consolidate** the progress made across all coaching sessions for each farmer.
11. **Ensure adherence to team requirements** and accurately complete attendance records as provided by the team.

12. **Keeping detailed records of visits, recommendations provided**, and progress made by farmers, and generating reports to track achievements and inform future support activities.
13. Tracking and **evaluating the implementation of recommended practices** and strategies to assess their impact on the farmers' productivity and efficiency.
14. Working **closely with other project team**, to align support efforts and maximize impact on farmer development.
15. Providing up to 10 coaching sessions to each farmer.
16. The coaching session should cover the following topic in addition to what the assessment will find:
 - Introduction to modern farming practices and techniques
 - Crop selection and planning for optimal yield.
 - Soil health and fertility management
 - Sustainable irrigation and water management
 - Crop protection and pest management.
 - Post-harvest handling and storage practices
 - Financial and resource management for farmers
 - Market analysis and marketing strategies
 - Climate change and adaptation strategies in farming
 - Sustainable farming practices for long-term profitability
 - Crop rotation and diversification for improved soil health and pest control.
 - Organic farming practices and certification processes
 - Agribusiness and value-added opportunities.

Skills and Qualification:

The expert Should have the following qualifications:

1. Bachelor's degree in agriculture, agribusiness, livestock or related field.
2. Minimum of 5 years of experience in greenhouse and livestock farming.
3. Expertise in conducting needs assessments and developing work plans.
4. Strong coaching and mentoring skills.
5. Knowledge of innovative agricultural techniques and practices.
6. Excellent communication and interpersonal skills.
7. Ability to work independently and in a team.
8. Experience in providing technical support to farmers (greenhouses and livestock).

Reporting:

All experts will report to the project coordinator at ADR and FTL and provide regular updates on progress, challenges, and achievements.

Period of implementation

- The expert responsible for conducting **the capacity needs assessment** will commence activities in April by formulating the tool to be utilized. Subsequently, they will proceed with conducting the assessment involving 50 greenhouse farmers and 10 livestock farmers in each designated area, during May 2024.
- The expert tasked with conducting **coaching sessions** will commence their responsibilities in May by creating the necessary tools for the sessions. Following this, coaching sessions will begin in June with farmers. Up to 10 coaching sessions will be delivered to farmers according to the schedule outlined by the experts.

How to Apply

Qualified candidates are requested to send their CV and Financial proposal to hiba.fawaz@adr.org.lb not later than noon 12:00 pm on Friday, March 23, 2024.