

Terms of Reference

Title of project: Increasing Net-Worth of Underserved Actors (INUA)

Hilti Four (4)

Project Implementation Area: Manyara and Singida Regions in Tanzania

Task: Training Hand in Hand Tanzania Staff on Regenerative Agriculture Practices.

1.0 Background

Hand in Hand Eastern Africa (HiHEA) 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. HiHEA is part of the Hand in Hand network. HiHEA 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 organization started operations in Kenya in October 2010 and is currently operating in 21 Field offices within 29 out of 47 Counties in Kenya. HiH EA has so far mobilized, trained and is training over 300,000 members (80% women, 40% youth) who have created over 296,000 enterprises and over 400,000 jobs.

Hand in Hand Tanzania is part of the Hand in Hand network and works in Arusha, Kilimanjaro, and Manyara Regions. HIH TZ was registered in 2016, with its headquarters in Arusha. It has mobilized over 24,109 members for enterprise development training and over 33,143 jobs created.

Hand in Hand International based in London provides support to both Hand in Hand EA and Hand in Hand TZ. Hand in Hand model is based on setting up or mobilizing self-help groups that act as savings groups, delivering enterprise skills through trainings, promote financial access and provide linkage to broader markets.

2.0 Project description

The agricultural sector plays a crucial role in the economies of Tanzania, with smallholder farmers representing a significant portion of the workforce. However, many smallholder farmers face challenges in accessing relevant and practical resources that can empower them to transition from subsistence farming to successful entrepreneurship. To address this gap, Hand in Hand East Africa (HiH EA) are embarking on a 3.5-year project, (July 2023 – December 2026) funded by the HILTI Foundation. The Increasing Net-Worth of Underserved Actors (INUA) project seeks to increase the number of people reached through HiHEA's improved four-step model of enterprise development in Tanzania. The overall objective of the project is to reduce poverty and improve household wellbeing for 12,500 people in Tanzania, creating a total of 8750 enterprises and 11,375 jobs in the process.

3.0 Regenerative Agriculture

Regenerative agriculture is a farming idea that aims to rehabilitate soil and maintain it productive for as long as possible to avoid expanding to new places at the expense of forest logging, for example. Soil fertility is needed not just to grow crops for human use, but also to supply feed for cattle. This is why animals will have more food if grazing fields are more productive. Fertile soil is necessary not only for human happiness, but also for human existence. This is why regenerative agriculture, along with other resource-conserving agricultural methods (zero-tillage, soil conservation, and organic farming), becomes a critical issue. Long-term, soil deterioration promotes food shortages by dramatically lowering nutritional value, biodiversity, and planting areas. Regenerative agriculture is good for the soil, rejuvenating and sustaining its fertility for future generations. Regenerative agricultural approaches attempt to reduce the negative effects of farming, such as erosion, depletion, insect invasions, desertification, salinization, decarburization, chemical pollution, and so on. Regenerative agriculture is a broad term that encompasses a variety of practices but in regards to the project purpose should focus on

4.0 Purpose of the assignment

Hand in Hand Tanzania is seeking a consultancy firm/group of consultants to support its preparatory work for (Poultry, Sunflower and Beek-keeping Value Chain) interventions in Tanzania. The assignment will lay the groundwork for a project that takes smallholders farmers enrolled under Hand in Hand project to the next level, boosting their income by providing the skills necessary to evolve from successful subsistence farmers to small scale enterprises.

The key objectives of the assignment include:

- To share the regenerative agriculture training contents in relation to poultry, Sunflower, and Bee-keeping Value chains that encompass agroforestry, organic fertilizer and herbicide application, minimum tillage, crop rotation, crop diversification/intercropping, integrated pest management, afforestation, and soil conservation measures (in general).
- To train participating staff and raise awareness in the project concerning the importance, benefits, and techniques of climate-smart agriculture and permaculture, to encourage the adoption of such practices, and to contribute to improving farmer's Agri-practice and productivity.
- Conduct practical training for Hand-in-hand staff on Regenerative Agriculture Practices to address the lack of stable and profitable income-generating opportunities for rural communities, specifically for women. Notably, the project will focus on supporting women to grow farm-based enterprises that incorporate regenerative agricultural techniques that can thrive in the face of climatic changes in Singida and Manyara Region.
- Providing the training report and validation.

Key Activities

This is a comprehensive assignment covering 3 main areas of work, all of which will be led by the consultant(s) with significant input and oversight from Hand in Hand. The areas of work are interlinked and will feed into the overall objective. Each area of work is detailed below.

Areas of Work	Timeline	No. of Days
Share training content	15 th – 17 th May, 2024	3
Training Hand in Hand Staff– Manyara Branch	20 th – 24 th May, 2024	5
Training Hand in Hand Staff– Singida Branch	27 th – 31 st May, 2024	5
Providing training report	3 rd – 7 th June, 2024	3

5.0 Profile of Consultants/Consultancy Firm:

Hand in Hand are requesting the consultants to submit proposals to respond to this Terms of Reference outlined above. We expect the consultancy firm or consultant to demonstrate the skills and experience outlined below (or equivalent):

- Excellent track record conducting detailed market research and Market System Analysis, including designing a methodology, collecting data, providing detailed analysis and delivering actionable, practicable recommendations, developing training manuals. Previous experience providing research for or designing value chain or private sector development programmes would be an advantage.
- Strong track record conducting regenerative agriculture training and other related trainings in an East African context, ideally in Tanzania.
- Excellent team with in-depth practical experience on regenerative agriculture, poultry, sunflower and commercial beekeeping Investment in Tanzania
- Detailed knowledge of participatory market systems development approaches
- Track record of working on projects targeting grassroots entrepreneurs and enterprises, self-help groups, and financial institutions
- Demonstrated experience of successfully developing training approaches (curriculum, training materials and practical capacity building) for value chain focused programs
- Proven experience of working alongside international and national teams within civil society organisations; NGOs, academic institutions, social enterprises etc.
- Ability and willingness to travel across the project areas, Manyara and Singida in Tanzania
- Fluency in verbal and written English and Kiswahili
- Able to provide EFD receipt

6.0 Application Process:

Please send a detailed work proposal to procureemtz@handinhandea.org by 8th May, 2024

The proposal should include the following:

- A short outline of **evaluation approach, research design and methodology** for the Market Research. No more than 10 pages.
- A proposed **process and time frame** for the activities outlined, setting out the phases, resources and the number of days for each one.

- The anticipated **challenges and dependencies** affecting the implementation of the activities and how these should be addressed both by the consultant, by HIH EA Tanzania.
- A summary of the **skills and experience** of the consultant together with her/his CV showing relevant previous assignments and clients.
- A detailed **fee quote** and rationale for the consultant and an estimate for the costs of other resources.

7.0 Budget and Payment

The consultancy firm will provide a detailed budget summary splitting the consultant's fees and expenses. The terms of payment will be negotiated with the firm upon signature of the contract.

8.0 Audience

- The final report will be used to influence programme and curriculum design, and ongoing organizational learning. It will be shared internally across the HiH network.
- This report will be shared with other key partners.