



MINISTÉRIO DA  
AGRICULTURA  
E PESCAS

HASA'E PRODUTIVIDADE AGRICULTURA SUSTENTAVEL -HAPAS  
(SUSTAINABLE AGRICULTURE IMPROVEMENT PROJECT – SAPIP)

GAFSP GRANT # TFOA2869

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## **Terms of Reference (TOR)**

### **For**

### **Farmer Field School Coordinator**

#### **1. Background**

The Government of Timor-Leste has requested the assistance of the Global Agriculture and Food Security Program (GAFSP) to support its project initiative on improving agriculture productivity in four food insecure watersheds in the country. The Government's proposal was approved by the GAFSP for US\$ 21.0 million to finance the Sustainable Agriculture Productivity Improvement Project (SAPIP), also referred as Hasa'e Produtividade Agrikultura Sustentavel (HAPAS). This HAPAS project is being implemented by the Ministry of Agriculture and Fisheries (MAF) with supervision provided by the World Bank (WB).

The Project Development Objective (PDO) of SAPIP is to increase the productivity and marketed production of smallholder agriculture in selected geographical locations in Timor-Leste. The PDO is expected to be achieved through four technical components that will focus on watershed and agriculture development planning, support for smallholder farmers for improved productivity, reduced post-harvest losses and increased marketing of agricultural produce, and institutional strengthening of MAF after a recent reorganization and in anticipation of the planned decentralization of Government services.

The Project will directly assist at least 16,500 households, reaching approximately 85,000 direct beneficiaries. It is expected that about 550 farmer groups, with an average size of 30 members per group, will benefit from planning and capacity building support. At least 30 percent of the farmer group members are expected to be women, while at least 10 percent will be youth.

The Project is implemented over six years in four watersheds, located primarily in the municipalities of Lautem (Raumoco watershed), Ainaro/Covalima (Belulik watershed), Liquiça/Ermera/Bobonaro (Loes watershed), and Oecusse (Tono watershed). These watersheds have been selected on the basis of: (i) food and nutrition insecurity; (ii) complementarity with other development partner and Government programs; and (iii) potential for small-scale agriculture development.

#### **2. Project description**

The Project components focus on watershed and agriculture development planning, support for smallholder farmers for improved productivity, reduced post-harvest losses and increased marketing of goods, and institutional strengthening of MAF after a recent reorganization and in anticipation of the planned decentralization of Government services.

### **Component 1: Integrated watershed agriculture development planning**

The objective of this component is to improve agriculture development planning within targeted watersheds. Watershed Management Councils will be formed, and Watershed Agriculture Development Plans will be prepared to guide planning at the watershed level. Detailed Sustainable Community Agriculture Development Plans will guide investments at the community level.

### **Component 2: Smallholder organization, advisory support and training**

The development and strengthening of farmer groups is a priority area under the MAFSP. Component 2 will therefore facilitate the formation of farmer groups where needed, building on cohesion developed during the SCADP preparation process, and strengthen existing groups formed for other purposes by NGOs and other relevant programs. These farmer groups will be supported by complementary investments in sustainable and nutrition sensitive agricultural production and environmental protection (see Component 3) to implement SCADPs.

### **Component 3: Sustainable watershed management and support to farmer groups**

The objective of this component is to support the implementation of SCADPs through the provision of targeted on-farm investments. These investments will include equipment and technologies promoting reduction of post-harvest losses, increasing value addition, addressing soil erosion and promoting climate resilience. Eligible investments are defined in the Project Implementation Manual (PIM).

### **Component 4: Strengthening MAF's Services, Planning, Programming, Coordination and Monitoring and Evaluation Functions**

This component will support MAF to strengthen institutional capacity following recent organizational changes. The support will focus on: (i) improved corporate services (including extension); (ii) planning; (iii) more efficient budget programming to increase sectoral investment returns and achieve corporate objectives; (iv) better coordination with development partner activities, and improved alignment of these activities with MAF's annual action plan; and (v) improved monitoring, evaluation and reporting. Component 4 will include support for the Timor-Leste Agriculture Advisory Council (TLAAC) and the Timor-Leste Agriculture Research and Development Institute (TLARDI), which are included in National Strategic Development Plan.

### **Component 5: Project management and monitoring.**

This component supports the formation and operation of SAPIP/HAPAS PMU and the PIUs. The Government is also in the process of creating the Development Partners Management Unit (DPSMU) within MAF to manage and coordinate the implementation of all development partner-financed projects and programs in the agricultural sector such as those by community-based organizations (CBOs) and NGOs. Baseline survey and program impact evaluation and monitoring also fall under Component 5.

## **3. Assignment description**

### **3.1. Background of the assignment**

To provide ongoing guidance and capacity building to newly established and/or existing groups identified under subcomponent 2.1., SAPIP will provide facilitation of farmer to farmer learning through farmer field schools. Therefore, MAF will recruit Farmer Field School Coordinator to

support training of farmers groups, including farmer field schools (FFS) with learning fields/demonstration plots. Additional training support for FFS will be developed based on the SCADPs. The FFS will serve as learning centers for farmers and will encourage the substantive participation of women and youth.

### 3.2. Objective of the assignment

MAF – SAPIP propose to hire FFS Coordinator to support a facilitation of farmer to farmer learning through farmer field schools at agriculture community of four targeted watersheds to implement the FFS program in 6 (six) municipalities and one special region (at 44 targeted villages/sucos).

The main objective of this assignment is to successfully implement the Sustainable Agriculture Productivity Improvement Project (SAPIP) adopting experience from the Raumoco watershed in Lautem<sup>1</sup> through planning and farmer group facilitation which is expected to inform prioritization of investment support to farmers in order to improve production and productivity and marketability of small scale farmer produces.

### 3.3. Scope of Work

For the purpose of this assignment, the selected candidate will focus on four selected watersheds where implementation will take place in 6 municipalities and one special region. Under this assignment, the selected candidate will be responsible for assisting the Project Management Unit in the design and implementation of farmer to farmer learning program through farmer field schools of the Sustainable Agriculture Productivity Improvement Project (SAPIP) in the 44 targeted Sucos (villages) shown in the table below (Table 1):

Table1. List of Targeted Watershed, Municipalities and Sucos (Villages)

Watershed	Municipality	Suco
Loes	Liquica	1. Gugleur 2. Guiço 3. Lissadila 4. Leote
	Ermera	5. Asulau 6. Purugoa 7. Ailelo 8. Samara 9. Laimea-Kraik 10. Laubono
	Bobonaro	11. Batumanu 12. Leolima 1 13. Balibo Vila 14. Ritabou 15. Meligo 16. Manap

<sup>1</sup> The Dutch NGO Hivos with support from the European Commission supported the establishment of a Watershed Management Council and preparation of a Watershed Management Plan for the Raumoco watershed.

<b>Watershed</b>	<b>Municipality</b>	<b>Suco</b>
<b>Belulik</b>	Ainaro	17. Mulo 18. Aitutu 19. Nuno-Mogue 20. Manutasi 21. Ainaro 22. Mau-Ulo 23. Mau-Chiga 24. Soro 25. Mau-Nuno 26. Suro-Craik 27. Leolima 28. Cassa
	Covalima	29. Raimea
<b>Raumoco</b>	Lautem	30. Daudare 31. Serelau 32. Wairoce 33. Maina II 34. Lacawa 35. Cotamutu 36. Atabubu 37. Luro 38. Baricafa
<b>Tono</b>	Oecusse	39. Naimeco 40. Bobometo 41. Usi-Tacae 42. Banafi 43. Ust-Taqueno 44. Malelat

The FFS coordinator will be assisted by MAF's FFS Technical Assistance to have a coordinated support to MAF's design and implementation of various training programs based on assessment results by the local NGOs. The detailed training activities for each targeted suco will be designed in the form of manual or standard operating procedures according to the needs identified in the SCADPs. A Sustainable Land Management approach will be used with a focus on climate-smart conservation agriculture.<sup>2</sup>

The specific scope of work:

- Conduct assessment of existing FFS including training modules;
- Establish new and existing Farmer Field Schools (FFS) at the targeted Sucos;
- Create standards operating procedures for quality FFS to function;
- Creation of new thematic modules;

<sup>2</sup> FAO has developed a smallholder conservation agriculture production system based on reduced tillage, no grazing, retention of organic matter, and no burning of crops residues. This pilot is now ready for expansion.

- Conduct training programs based on the plan from each targeted municipality in the area of organizational management, market and commercialization of agricultural produce;
- Elaboration of commercialization strategy which allow community market linkages (marketing of agricultural produce and access to production input);
- Development of value chain including alternative marketing strategies;
- Improve communication including dissemination of information on all production aspects;
- Build linkages between adaptive research and extension services;
- Capacity-building of associations / cooperatives, agricultural and small service providers in order to strengthen their technical, management, marketing and organizational capacities.

#### **4. Language**

- The working languages of the assignment will be Tetum and English.

#### **5. Expertise and Experience Required**

The FFS Coordinator will be expected to have the following qualifications and experience:

- Bachelor Degree in Agriculture or any other agriculture and rural development related field;
- At least 4 years of related experience and 2 years of work experience in the area;
- Has knowledge of of agro-commerce and experience in capacity building;
- Managerial skills, particularly in activity management, working with teams of professionals, and liaising with government and non-government organizations;
- Excellent facilitation and communication skills;
- Prior working experience with donor's agencies-sponsored projects and previous MAF experience would be an advantage;
- Demonstrated ability to establish strong working relationships with stakeholders and national counterparts;
- Knowledge of local situation, an advantage;
- Good computer literacy;
- Fluency in English is mandatory.

#### **6. Location and Duration**

The FFS Coordinator will be based in Dili, Timor-Leste and is expected to travel regularly to project sites. This position is expected to commence in May 2018. The assignment will be for three years with continuity dependent on annual performance evaluation results.

#### **7. Reporting**

The FFS Coordinator will submit the following reports in English:

- A short inception report to describe activities one week after start-up;
- Monthly report outlining activities completed per work plan, problems encounter and recommendation of solution as well as work plan for the upcoming month;
- Any other FFS related report per request from the Project Manager or Program Officer.

## **8. Submission of application**

Interested persons can send their application letter, CV and references stating the subject “**MAF-SAPIP FFS Coordinator before or no later than 2<sup>nd</sup> of April 2018** to SAPIP Project Management Unit, MAF-Comoro *Dili, Timor-Leste* or via email to [sapip.recruitment@gmail.com](mailto:sapip.recruitment@gmail.com) and copy to [sapip.maf2017@maf.gov.tl](mailto:sapip.maf2017@maf.gov.tl) .

For any clarification or inquiries regarding the ToR, please contact SAPIP PMU at +670 7818 6585 or through email at [sapip.recruitment@gmail.com](mailto:sapip.recruitment@gmail.com) and copy to [sapip.maf2017@maf.gov.tl](mailto:sapip.maf2017@maf.gov.tl) .

Applications from qualified women are encouraged. **Only short-listed candidates will be contacted. Interviews will be held in English.**