



MINISTRY OF AGRICULTURAL ANIMAL INDUSTRY AND FISHERIES

IRRIGATION DEVELOPMENT AND CLIMATE RESILIENCE PROJECT (ICRP) (P163836)

TERMS OF REFERENCE

FOR

**EXTENSION SERVICES AND IMPROVING ACCESS TO AND USE OF QUALITY
AGRICULTURAL INPUTS IN OLWENY IRRIGATION SCHEME (LIRA DISTRICT) AND
AGORO IRRIGATION SCHEME (LAMWO DISTRICT)**

Lot 1:	Olweny Irrigation Scheme	UG-MWE-186210-CS-QCBS/LOT 1	Lira District
Lot 2:	Agoro Irrigation Scheme	UG-MWE-186214-CS-QCBS/LOT 2	Lamwo District

March 2021

Contents

1.0	INTRODUCTION	3
1.1	Essential support services for agricultural production	3
1.2	DESCRIPTION OF THE PROJECT AREA.....	4
2.0	OBJECTIVES OF ASSIGNMENT.....	6
2.1	Specific objectives	6
3.0	SCOPE OF WORK AND DETAILED TASKS	6
3.1	Geographical scope	6
3.2	Technical scope	7
3.3	Detailed tasks	7
4.0	ORGANIZATION OF THE ASSIGNMENT.....	14
4.2	Deliverables	16
4.3	REPORTING REQUIREMENTS	16
5.0	Qualification of Firm and Key Personnel.....	19
5.1	Qualification and experience requirements of Key staff.....	20
5.2	SUPPORT STAFF.....	21
6.0	SERVICES PROVIDED BY THE CLIENT	22
7.0	DURATION OF THE ASSIGNMENT	22
8.0	STAKEHOLDERS	22

1.0 INTRODUCTION

The Irrigation for Climate Resilience Project (ICRP) aims to support the shift towards more resilient agriculture through the development of sustainable irrigation services. Access to irrigation is critical to allow farmers coping with climate variability, to increase yield and intensification, and diversify towards higher value crops. The project will address Uganda's climate change vulnerabilities by: (i) promoting adoption of irrigation by smallholder farmers, in synergy with other agriculture inputs and technologies; (ii) increasing water storage capacity; and (iii) promoting sustainable catchment management. This change will be market-driven, with irrigation becoming the anchor for stronger producer organizations and development of value chains.

The Government of Uganda through a credit from the International Development Association (IDA) will finance the cost of the Agricultural value chain development under the ICRP (P163836) Project. The project will adopt an approach that bases on the strategic vision that sustainable irrigation infrastructure operation and services depend upon helping farmers turn agriculture into a profitable business. The project will be implemented by the Ministry of Water and Environment (MWE), with the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) as technical implementation partner.

This project is divided into three main components; Component 1 will support Irrigation Infrastructure development and will develop Irrigation and drainage infrastructure primarily for supplemental gravity irrigation services. Component 2 aims to provide essential support services for agricultural production and value-chain development. This component will be necessary to fill critical gaps in provision of essential support services for crop production and value-chain development and will be implemented by MAAIF. Component 3 will undertake Institutional Strengthening and Implementation support. This is to support development and strengthening irrigation management institutions through technical assistance, capacity building and implementation support.

1.1 Essential support services for agricultural production

The irrigation infrastructure development is aimed at providing water for production that would improve agricultural production, productivity and profitability of the supported agricultural enterprises. The enterprises should be able to produce products that are competitive both in the local and regional markets in order to generate enough revenue that would enable them to support the operations and maintenance of the infrastructure sustainably while at the same time improving the farmers profitability for improved livelihoods. The farmers in the command area will require essential support services that include strengthening their groups/cooperatives for better access to quality inputs and appropriate technologies or practices with the aim of improving production and productivity.

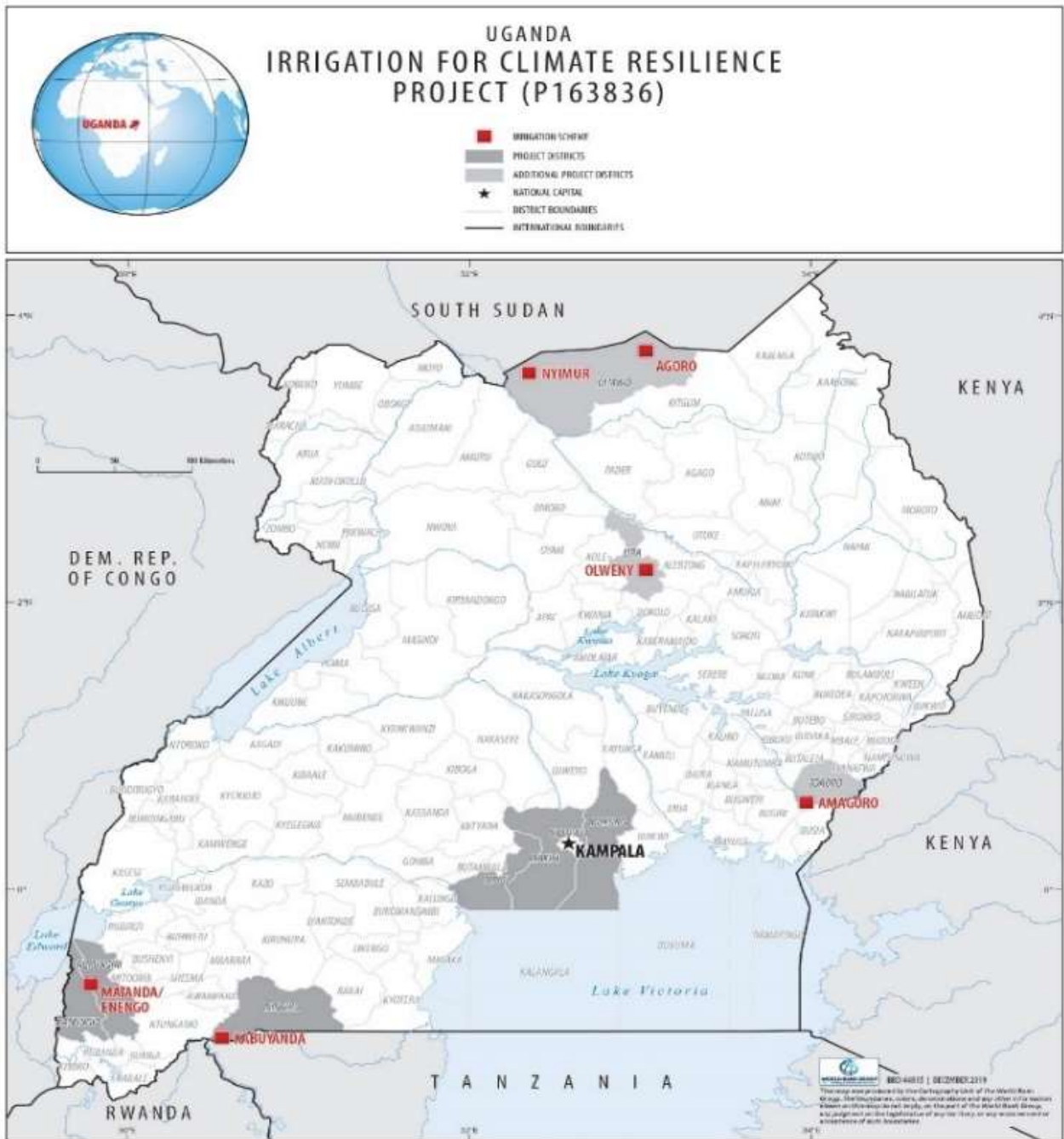
Component 2 aims at building capacity of targeted farmers in agricultural production and productivity, agro-processing and value addition as well as marketing of selected enterprises. The support will target production, postharvest handling, agro-processing and market access. This component will be implemented through a combination of consultancies services and matching grants. Consultancies services are going to be under the present TOR, and a separate TOR for Value addition and market linkages

1.2 DESCRIPTION OF THE PROJECT AREA

Agoro Irrigation Scheme has a command area of 675Ha. The scheme started as a community initiative. It underwent reconstruction of the irrigation infrastructure in 2011, was commissioned in 2013, and subsequently handed over to Agoro Self Help Irrigation Scheme Cooperative Society (ASHICO) to hold in trust of the beneficiary farmers. During reconstruction, it was envisaged that levelling of the fields would be done to facilitate surface irrigation and rice growing. Unfortunately, levelling was met with strong resistance from the farmers. Due to this difficulty in irrigating their fields, some farmers reverted to rainfed agriculture. This has led to underutilization and consequently, irregular maintenance of the scheme infrastructure. Rehabilitation of the scheme was completed in 2016. Main crops grown in the scheme are sorghum and maize. There is a cooperative marketing vegetable, mainly egg plants and chillis.

Olweny Irrigation Scheme has a command area of 650Ha. The scheme comprises of three sub-components namely Itek and Okile smallholder rice projects located in Lira District and Agwata Nucleus farm in Dokolo District. Expansion and rehabilitation started in 2013 and are almost complete. The scheme accommodates 1,500 farm families and operates an out-growers' scheme on a land size of 2,000Ha. The most dominant crop is rice produced as a supervised smallholder farm area involving some 500 farm families of holding size of about 1.0 ha per farm family with some farmers producing vegetables. Processing and marketing of rice is done to a limited extent.

LOCATION MAP FOR AGORO AND OLWENY IRRIGATION SCHEMES



2.0 OBJECTIVES OF ASSIGNMENT

The main objective of the assignment is to provide relevant extension services to farmers in Agoro and Olweny Irrigation Schemes for good agricultural practices, sustainable land management, food and nutrition security; and improve access to and utilization of quality agricultural inputs and machinery.

2.1 Specific objectives

1. Provide the needed assistance to the existing extension agencies in the irrigation scheme to establish and implement an intensive and effective extension support to assist the targeted farmer groups in making optimal use of the irrigation facilities.
2. Train District Local Government field extension workers to technically backstop and provide needed (extension) support to lead farmers, representing the different farmer groups in the irrigation scheme, in providing supplementary irrigation, on-farm water management, soil (fertility) management, additional knowledge and skills in good agricultural practices for increased production and productivity; improved food and nutrition security and sustainable land management practices.
3. Train and support one or two lead-farmers per farmer group to facilitate extension support to their group members through Farmer Field Schools (FFS) on different potential crops that will benefit from supplementary irrigation in combination with on-farm demonstrations and exchange visits.
4. Improve farmers' access to and utilisation of quality improved agricultural inputs.

3.0 SCOPE OF WORK AND DETAILED TASKS

3.1 Geographical scope

The assignment is to be undertaken in two different lots as follows:

Lot	Scheme	Sub counties	District	Target HHs/ Farmers	Number of FGs ¹	Estimated No. of benefitting farmers
Lot 1	Olweny	2	Lira	1,500	60	4,500
Lot 1	Agoro	1	Lamwo	2,600	100	7,800
	Total			4,100	160	12,300

¹ An average of 25 farmers in a FG

3.2 Technical scope

The Consultant (TA) will work closely with the Directorates of Crop Resources and Agricultural Extension Services and their departments; as well as the Agricultural Infrastructure, Mechanisation and Water for Production to deliver on these key outputs in the Irrigation schemes. The consultant will be required to prepare training materials, produce training manuals/booklets and IEC materials during the course of the assignment. For each task the consultant will prepare a draft report, hold a consultative stakeholders workshop, and then prepare the final report which will be reviewed by MAAIF.

3.3 Detailed tasks

Objective 1: Provide the needed assistance to the existing extension agencies in the irrigation scheme to establish and implement an intensive and effective extension support to assist the targeted farmer groups in making optimal use of the irrigation facilities.

Task 1.1 Assessment of the extension system, the available extension capacity, as well as the extension needs on the farmers' side.

The consultant is expected to assess the status of the national agricultural extension system to provide insights on the strength and constraints of the public and non-governmental extension system, the institutional and enabling environment for extension to operate. The consultant will also identify the extension needs of the farmers and provide the most suitable extension approaches to deliver appropriate extension services. The task will also include making an inventory of the number and type of governmental and non-governmental (NGO) field extension staff available in the irrigation scheme, their actual availability (willingness and percentage of time) to provide active extension support to farmers in an integrated extension strategy supported by the project.

Task 1.2 Development of a detailed extension plan

Based on the inventory the consultant will develop a detailed extension plan for the irrigation scheme. The objective of the extension plan is to provide male and female farmers in the irrigation scheme with the needed extension support to make optimal use of the irrigation infrastructural investments by selecting the right crops for irrigation, proper use of irrigation water and to grow an economically optimal crop. In doing this, the consultant does have to keep in mind that most of the farmers are only used to rain fed agriculture and irrigated farming is a total new experience with implications on land

preparation, soil, soil fertility, water, pest and crop management as well as harvesting and post-harvest handling. This requests intensive extension support that the few field extension staff available at the irrigation scheme will not be able to provide alone. This means that each farmer group will have to identify one male and one female farmer as lead farmers, which the consultant will train to facilitate the extension support to their male and female group member farmers.

The Consultant will prepare a detailed work plan for the first two years, when and how to:

- a) Carryout participatory selection by each farmer group of a male and female lead farmer from each farmer group;
- b) In collaboration with the value chain consultant, identify with the selected lead farmers and available field extension officers the potential crops that will be grown with (supplementary) irrigation in each of the different blocks in the irrigation scheme and will need intensive extension support;
- c) identify and develop, in close cooperation with the extension department of MAAIF, the respective cultivation manuals/extension materials that will be needed and be made available by the consultant;
- d) Develop and conduct the needed training of the available field extension officers in the irrigation scheme to technically backstop the lead farmers and provide them with the needed (extension) support;
- e) Provide the needed support (Agricultural inputs for the FFS learning fields and learning materials, technical backstopping), in close cooperation with the public extension officers, to the lead farmers to actually facilitate the extension support (FFSs, on-farm demonstration and exchange visits) to their group member farmers.

Objective 2: Train extension workers as trainers of farmers to impart knowledge and skills in good agricultural practices for increased production and productivity; improved food and nutrition security and sustainable land management practices

Task 2.1 Training of Field extension officers

The Consultant will train identified Public Extension Workers at District and Sub-county level, as trainers. These will in turn train the farmers together with the consultant.

The Extension Workers will be trained to impart the following skills:

- i. Training and facilitation skills
- ii. Good agronomic practices

- iii. Food and Nutrition sensitive agriculture
- iv. On-farm Sustainable Land Management
- v. Irrigation agriculture
- vi. Farmer to farmer knowledge transfer (FFS, exchange visits, etc.)
- vii. Integrated pest management for the different relevant crops in the irrigation scheme
- viii. Food and Nutrition sensitive agriculture

The details of the training topics (ii – vi) are as detailed in Objective 3 below.

The consultant is expected to apply proven methods and tools to impart the knowledge and skills to ensure efficiency, sustainability and gender main-streaming in the activities.

Objective 3: Train and support two lead-farmers per farmer group to facilitate extension support to their group members through Farmer Field Schools (FFS) on different potential crops that will benefit from supplementary irrigation in combination with on-farm demonstrations and exchange visits

The Consultant will work with the trained (Public) Field Extension Workers to train and support lead farmers to facilitate extension support to their group members through Farmer Field Schools (FFS) on different potential crops that will benefit from supplementary irrigation in combination with on-farm demonstrations and exchange visits.

The consultant will train lead farmers, one female and one male per group, as FFS facilitators on the different relevant crops through three-week intensive internal training courses (Basic Training of FFS facilitators-ToF) before the start of the cropping season and monthly follow up training sessions during the first crop season when the lead farmers are facilitating their FFSs for the first time. After the first season the lead farmers will continue to receive from the consultant refresher trainings once a year. During the ToFs and follow up trainings the consultant will train the lead-farmers to:

Task 3.1 Facilitate FFSs on the respective irrigated crops in the irrigation scheme

- a) Prepare and initiate FFS (preparatory meetings with the farmer group)
- b) Participatory identification of focus crop and main challenges FFS should address
- c) Organizing the FFS (location leaning field, session days/time, membership)
- d) Facilitation skills, FFS session program, FFS curriculum

- e) Experiments in learning field, AESA, Special topics
- f) Monitoring, Evaluation and Learning (MEL)

Task 3.2 Training to impart knowledge and skills on Good Agricultural Practices (GAP)

- g) Mobilise farmers' groups and assess their knowledge of available production and productivity enhancing technologies and innovations for the selected enterprises
- h) Establish the agricultural practices currently used by the farming communities
- i) Establish the training gaps to be addressed
- j) Develop a package of good practices for increased production and productivity of the relevant enterprises
- k) Develop training materials based on the identified gaps and package of good practices
- l) Train farmers on good agricultural practices for crop production and pasture development
- m) Set up demonstration sites for the good agricultural practices for crop and pasture production
- n) Document lessons learnt during each production period over the contract period

Task 3.3 Training on Food and Nutrition Security

- a) Conduct assessment of Food and Nutrition Security situation within and around the schemes
- b) Train farmers for Nutrition sensitive attitude change
- c) Train farmers on Nutrition sensitive agriculture and enterprise mix as a means of integrating Nutrition into Agriculture
- d) Train farmers on Nutrition/ Healthy Diets & Resource planning at Household levels
- e) Train farmers on Food Safety and its benefits to Household nutrition

Task 3.4 Training on On-farm Sustainable Land Management (SLM)

- a) Prepare soil and water conservation practices
- b) Train farmers on on-farm SLM
- c) Set up demonstrations sites for SLM practices
- d) Carry out soil sampling and nutrient analysis to guide effective fertilizer usage by farmers
- e) Train farmers on effective fertilizer use (Fertilizer/ Water requirements) to maximize yields per unit area

Task 3.5 Training on Irrigation Agriculture

- a) Organize and carry out a stakeholder engagement about the interventions and the roles and responsibilities of the different stakeholders
- b) Train farmers on appropriate irrigation technologies
- c) Set up irrigation demonstration sites
- d) Train local artisans in the fabrication, repair and maintenance of irrigation equipment, spare parts and accessories for the irrigation system
- e) Train farmers on water use efficiency in relation to the crop productivity within the irrigation scheme

Task 3.6 Farmer to farmer knowledge transfer

The Consultant will be responsible for ensuring transfer of knowledge between farmers. This is a capacity building and participatory extension methodology based on adult education principles. It uses a structured group learning process, based on communities' priorities, needs, knowledge and capacity to find solutions for local problems through experiential learning. This will involve communities in planning, experimenting and adopting the improved the agronomic practices in the irrigation scheme.

Objective 4: Improve farmers' access to and utilisation of quality agricultural inputs

The consultant will support the development of the input distribution network to improve farmers' access to quality commercial agro-inputs. In addition, the consultant will build the capacity for community-based production of quality certified planting materials. The planting materials will include vegetative planting materials for crops such as coffee and bananas; vegetable seed and pasture seed. Specifically, the Consultant will carry out the following:

Task 4.1 Assessment of the agro-input supply and distribution system at scheme level

a) Mapping of key players in the input distribution network

Identifying and mapping all key players in agro-input distribution system including importers, wholesalers, and stockists/retailers at national, regional and local levels. Bio data about the key players in the agro-input system will be taken and a database created and maintained.

b) Analysing the agro-input market

The TA will conduct agro-input market analysis to determine the commonly available agro-inputs by category and the market prices for inputs and develop input packages to

guide farmers for effective and efficient use of critical farm inputs, to increase production and productivity of target commodities. The gap between demanded and available inputs will be established as well as the constraints faced by agro-input dealers in availing the agro-inputs.

c) Assessing capacity gaps in the input production and distribution system

The TA will be expected to conduct capacity needs assessment for key players along agro-input marketing system including; knowledge in safe use and handling, business skills, disposal of agro-inputs, and storage requirements.

Task 4.2 Strengthening of the agro-input supply and distribution system at scheme level

a) Sensitizing, formation and strengthening agro-input dealers associations

The TA will be responsible for supporting the formation of new and strengthening existing agro-input dealers associations or networks through mobilizing, sensitizing and training. The Associations or networks will be developed for close monitoring and supervision of agro-input distribution system.

b) Training local agro-input dealers and farmers in safe use and handling of agro-chemicals

The TA will bridge the capacity gaps in the agro-input marketing system by building the capacity of farmers, agro-input dealers/or Umbrella Associations in safe use and handling of agro-chemicals.

c) Training agro-input dealers in entrepreneurship

The TA will provide agro-input dealers with necessary entrepreneurial skills such as business skills development, Records management and financial literacy aimed at improving their effectiveness and efficiency in operating agro-input business for long term sustainability.

Task 4.3 Increasing access to high quality seeds and seedlings

a) Training farmer groups in establishment and management of mother gardens

The TA will be responsible for building the capacity of farmer groups/farmers to operate a community-based seed production system. The Consultant will train the farmers in the selection of good seed for establishment of mother gardens, good agronomic practices and post-harvest handling of the seed.

b) Establishing and managing mother gardens/technology multiplication sites

The TA will be responsible for supporting agro-input dealers in establishment of mother gardens/technology multiplication sites in each of the schemes for target commodities to transfer. The Consultant will source quality seed from credible sources and will work with the farmers to prepare and manage the mother gardens, with special focus of pests and disease management.

c) Training farmers groups in management of mother garden as a business

The farmer groups will be supported to operate as Local Seed Businesses (LSBs) for some targeted commodities such as coffee, bananas, indigenous vegetables and pastures. This is viewed towards sustaining access to quality seeds to the target beneficiaries. The farmers will be trained in to impart business skills including record keeping, costing and marketing, among others.

d) Training of Agricultural Extension Officers in inspection of planting material

The TA will be required to retool Agricultural Extension Officers on diagnostics and inspection procedures for all planting materials. This is aimed at strengthening inspection, quality assurance and increasing traceability of agro-inputs along the distribution system. In addition, the TA will also build the capacity of Agricultural Extension Officers on Safe use of Agro-inputs to strengthen support supervision and monitoring of agro-input market distribution chain from national, regional to local levels and hence improving on compliance to legal requirements by agro-input dealers.

Task 4.4 Training of farmers in identification of quality planting and stocking materials

The TA together with the retooled Agricultural Extension Officers will train farmers on quality of planting and stocking materials, seed viability testing, seed storage requirements, and selection of quality vegetative planting materials; fish seed selection, counting and transportation techniques, stocking and feeding regimes, and developing necessary IEC reference materials for guiding farmers. This will be done in close collaboration with MAAIF departments of Crop Inspection, Crop Production, Directorate of Fisheries Resources and Directorate of Agricultural Extension services.

General duties

Information dissemination and communication

The Consultant shall prepare and produce extension materials for information and education during provision of extension services and advocacy. For adequate extension

and communication, materials will be produced annually per scheme throughout the contract period. This will include:

- a) Developing Extension materials for (lead-) farmers - leaflets, letters, posters, flyers, charts, crop calendars.
- b) In liaison with the MAAIF, develop content and disseminate the materials through Radio and TV talk shows, print media
- c) In liaison with the MAAIF, produce a video documentary of the project activities and case studies
- d) Develop, produce and disseminate other communication materials on irrigation and irrigated agriculture for the benefit of farmers (including materials for key crops to be irrigated, for the irrigation methods etc.). Farmers will be mainly reached through awareness raising events, agriculture fairs, radio, press and printed advertisements, program brochures, videos, and social media posts.

Promote equity in agriculture activities

In the execution of the duties, the Consultant will ensure that they promote gender equity in access to extension services. The youth, women, elderly and vulnerable should all participate as well as ensure that their interests and needs are taken care of especially access to matching grant, access to inputs and extension training services, .

Carry out documentation of the lessons learnt during the agronomy support period

The Consultant shall ensure proper documentation of all the activities that will be carried on the farmers' fields; key emerging lessons and; case studies of both success stories and challenged cases during implementation of activities. The consultant will therefore be expected to maintain proper records for all activities and processes.

To assess, monitor and supervise project activities

The consultant will continuously assess, monitor and supervise the project activities to ensure timely and effective activity implementation. Areas that require improvement will be identified and remedial measure taken timely.

4.0 ORGANIZATION OF THE ASIGNMENT

4.1 Assignment Implementation Modalities and Facilitation

For ensuring organizational and Stakeholder wide appreciation and ownership of the proposed assignment, the consultant shall be required to organize coordination of workshops/meetings for presentation of key reports after each project milestone to a

representative group of stakeholders that is to be agreed with the client. The consultant will be required to include a provisional sum of 78,079 USD (Agoro), and 86,560 USD (Olweny) to meet costs of holding the workshops and meetings. The Client will pay the consultant based on actual and approved expenditure of the consultant's budget (for workshops and meetings) which will have been discussed and agreed to prior to commencement of the consultancy. The basis for payment of participants by the consultant will be full participation for the entire duration of the workshop together with an authentic invitation letter of the participant. The workshops/meetings are expected to be held at the District level and Sub county level. A total of 70 participants at District level and 20 at Sub county level shall be expected to attend each workshop and or meeting.

For each of the 2 Lots, approximately 15 workshops/ review meetings (5 district level stakeholders engagement and review workshops; 5-10 Sub county level stakeholders' engagement workshops) is proposed for the stakeholder engagement workshops to ensure relevant services are provided for sustainable on-farm water use management, food and nutrition security; and improved access to and utilization of quality agricultural inputs and machinery by farmers in the scheme. These workshops will be organized by the consultant based on the agreed work plan and methodology during the technical proposal and as reviewed during inception phase with the client. The consultant shall budget and handle prior facilitation to the activities and recover the expense during certificate invoicing. At each workshop, the consultants will make power point presentations, prepare workshop/meeting documentation, required information, provide concise background documents for discussion and prepare workshop reports to document the proceedings with activity implementation proof in form of photos.

The consultant will quote all relevant inputs for the technical and support staff to cover : professional fees, staff field allowances, professional input for stakeholder mobilisation , sensitisation, training development and processing of information, education and communication materials and all other related financial logistics: field offices, vehicles, fuel, equipment and tools etc., as required to accomplish the assignment. Allowances and fuel for the client, district and central Government staff will be handled by the client.

The Consultant is further required to include another provisional sum of 226,654 USD (Agoro), and 121,240 USD (Olweny) to meet the cost of capacity building of extension workers (staff training), training of lead farmers (FFS facilitators) and training of service providers on input system delivery (farmer registration). The consultant will produce a program or a schedule for training the Trainee for hands-on training about farmer field school methodologies, demonstration, input system delivery etc. with specific skills related to implementation and the trainee will be provided by the client and the facilitation of the trainee will be borne by the consultant and be recovered from the client as per the agreed terms and costs during inception as part of the provisional sums.

Approximately 12 training sessions will be required for staff capacity building (extension workers); training of approximately 200 lead farmers (Agoro) and 120 (Olweny) on FFS facilitation for the entire duration for FFS training; TOT for service provider on input system delivery/farmer registration (1 training cycle). These capacity building and training activities will be organized by the consultant based on the agreed work plan and methodology during the technical proposal and as reviewed during inception phase with the client. The consultant shall budget and handle prior facilitation to the activities and recover the expense during certificate invoicing. For each activity, the consultants will prepare training materials, documentation, required information and prepare activity reports to document the proceedings with activity implementation proof in form of photos.

The assignment is expected to be conducted in two phases over a period of four to five years. Phase 1 will run for 2 years and Phase 2 for 2 to 3 years. The selected Consultant will be hired for phase 1 (2 years). However, the consultant may be considered for Phase 2 upon successful completion of Phase 1.

4.2 Deliverables

1. Inception Report – This shall be prepared and submitted within one month after the commencement of the contract. The Inception report shall include an understanding of the assignment including the methodology for implementation, tools, materials and schedules for implementation among others.
2. Quarterly/activity/performance reports – This shall be submitted within a week after the end of each quarter. It will include activities executed including training undertaken, progress, and implementation issues identified among others
3. Progress reports - This report shall outline the Consultant's work progress, consisting of the comprehensive account of the key activities and outputs done in the period as per the work plan of the consultant. There shall be First, Second and Third progress reports within the 2 years of implementation. These reports shall be submitted after every 8 months or as specified in the work plan.
4. Final/comprehensive report – An acceptable end of contract report

The deliverables will be submitted to the *Component 2 Coordinator (Support Services for Agricultural Production and Value Chain Development)* for approval within a given period of time for that particular deliverable. All text will be prepared in Microsoft: Windows XP Professional, or Windows 2007/2010.

4.3 REPORTING REQUIREMENTS

Timing and reporting of all project activities will follow the routine Government of Uganda (GoU) reporting schedules.

The Project Implementation Unit (PIU) will coordinate, supervise and manage the assignment on a day to day basis to ensure effective and efficient implementation. The PIU will be represented by a designated technical team under MAAIF Component 2 will coordinate, supervise and manage the assignment.

The Service Provider shall report to the Project Coordinator – Irrigation for Climate Resilience Project (ICRP).

Attention: *Component 2 Coordinator – Support Services for Agricultural Production and Value Chain Development.*

All deliverables including work files, document files, databases, spread sheets, drawings, and GIS data related shall be provided to the client in electronic format (on CD) upon completion of the consultancy, in addition to 6 copies of the hardcopy reports.

All assignment reports shall be submitted to the client in form of one (1) electronic copy and six (6) original hard copies. All documents to be submitted by the Service Provider shall be in English. Reports shall be delivered to the client’s address as stated above with a copy to the World Bank Task Team Leader for ICRP.

The detailed schedule for the required reporting is contained in Table below.

Item	Description of Output	Timing from Date of Contract Effectiveness
A.1	<ul style="list-style-type: none"> • Inception report for stakeholders’ engagement and review • Power point presentations for the draft inception report 	Month 1
	<ul style="list-style-type: none"> • Draft inception report workshop 	Month 1 + 1 Week
	<ul style="list-style-type: none"> • Final inception report incorporating stakeholder’s comments 	Month 1 + 3 Week
A.2	<ul style="list-style-type: none"> • Quarterly progress reports (to be submitted on a quarterly basis, but for the first 3–6 months after Quarter 1 should be submitted monthly) 	Quarterly (monthly for the first 3 -6 months)
A.3	<ul style="list-style-type: none"> • First progress report for stakeholders’ engagement and review. • Power point presentations for the draft first progress report 	Month 7
	<ul style="list-style-type: none"> • Draft first progress report workshop 	Month 7 + 1 Week
	<ul style="list-style-type: none"> • Final first progress report incorporating stakeholder’s comments 	Month 8

A.4	<ul style="list-style-type: none"> • Second progress report for stakeholders' engagement and review. • Power point presentations for the draft second progress report 	Month 15
	<ul style="list-style-type: none"> • Draft second progress report workshop 	Month 15 + 1 Week
	<ul style="list-style-type: none"> • Final second progress report incorporating stakeholder's comments 	Month 16
A.5	<ul style="list-style-type: none"> • Third progress report for stakeholders' engagement and review. • Power point presentations for the draft third progress report 	Month 23
	<ul style="list-style-type: none"> • Draft third progress report workshop 	Month 23 + 1 Week
	<ul style="list-style-type: none"> • Final third progress report incorporating stakeholder's comments 	Month 24
A.6	<ul style="list-style-type: none"> • Final report for stakeholders' engagement and review. • Power point presentations for the draft final report 	Month 25
	<ul style="list-style-type: none"> • Draft final report workshop 	Month 25 + 1 Week
	<ul style="list-style-type: none"> • Final report incorporating stakeholder's comments 	Month 26

The Consultant represented by the entire project team (key personnel) shall be required to present to stakeholders at separate workshops organized by the client upon submission of the Inception and Progress reports.

The five stakeholders' workshops (district level) will be conducted as indicated in the table above. The workshops will be organized to discuss the Draft Inception Report, Draft First Progress Report, Draft Second Progress Report, Draft Third Progress Report and Draft Final Report after submission of the deliverables to the client. The Sub county level stakeholder's engagement meetings shall be held prior to holding of district level stakeholder's workshop. The following shall be taken into consideration during the preparing and handling the stakeholders' workshop.

- (i) The consultant will make power point presentations, provide concise background documents for discussion and prepare workshop reports to document the proceedings.
- (ii) The consultant shall include in the financial proposal for the costs of holding workshops and stakeholders' consultation meetings.

- (iii) The client will pay the consultant based on actual and approved expenditure of the consultant's budget (for workshop) which will have been discussed and agreed to prior to commencement of the consultancy.
- (iv) The basis for payment of participants by the consultant will be full participation for the entire duration of the workshop together with an authentic invitation letter of the participant.
- (v) The key deliverable of stakeholders' workshop shall be stakeholders' workshop report which shall be submitted by the consultant within 2 weeks after the workshop.

5.0 Qualification of Firm and Key Personnel

5.1 The Firm

The Consultant will be a firm or consortium of firms with diversified technical competencies, including (but not limited to) agriculture, agro-economy, rural development; food and nutrition security, Sustainable Land Management (SLM); Irrigation agricultural value chain programming; institutional development and market linkages. The Firm shall have the following qualifications and experience:

- i. Minimum of five years' experience in consultancy assignments for management, agricultural development, and building capacity of communities/farmers with specific knowledge and experience in irrigated crop agronomy; food and nutrition security; SLM;
- ii. The firm must demonstrate they have successfully implemented at least two similar assignments in Uganda or similar countries with tasks or components related to community/stakeholders engagement (mobilizing, sensitizing and training) of target beneficiaries and other relevant stakeholders especially for commercialized agriculture programmes
- iii. The firm must have core personnel with appropriate qualifications, skills/expertise with working experience in Uganda of not less than five years, well versed with Ugandan/society norms, cultural settings and the staff must demonstrate knowledge of the Project specific Local Language.
- iv. Vast experience in agricultural extension, including FFSs
- v. Experience in rural agriculture development issues
- vi. Experience in sustainable soil fertility management especially in irrigation schemes
- vii. Experiencing using ICT in training and collecting data
- viii. Vast experience in managing large assignments

The Consultant's team shall include the following key personnel:

- a. Project Manager (Team leader).

- b. Agronomist
- c. Irrigation agronomist
- d. Expert in agricultural extension
- e. Expert in food and nutrition security
- f. Expert in sustainable land management
- g. Social development specialist.

5.1 Qualification and experience requirements of key staff

Expert area	Qualifications
Project Manager/ Team leader	<ul style="list-style-type: none"> • BSc in Agriculture, Horticulture, Agriculture Extension, Agriculture Economics, Agribusiness, Agriculture Land use and Management, Irrigation Engineering or any other closely related discipline. • MSc. in Natural Sciences an added advantage. • A relevant working experience of at least 7 years • At least five (5) years' experience in consultancy assignments for management, community development, and building capacity of communities/farmers.
Irrigation Agronomist	<ul style="list-style-type: none"> • BSc Degree in Agriculture, Horticulture, Land use and Management or any other closely related discipline. • A relevant working experience of at least 7years and previous working and intimate knowledge of the irrigated agronomy in Uganda's agricultural sector is required. • At least five (5) years' experience in consultancy assignments for building capacity of farmers in irrigated agronomy is required.
Agriculture Extension Specialist	<ul style="list-style-type: none"> • BSc Agriculture Extension or any other closely related discipline. • A relevant working experience of at least 4years and previous working and intimate knowledge of providing agriculture extension services
Food & Nutrition Security Specialist	<ul style="list-style-type: none"> • BSc. Agriculture, Food Science and Technology, Agriculture Extension, Agriculture Economics, Horticulture, Agribusiness, Agriculture Land use and Management. MSc. Food Security & Community Nutrition or Human Nutrition • A relevant working experience of at least 3 years and

	<p>previous working and intimate knowledge of the irrigated agronomy in Uganda's agricultural sector is required.</p> <ul style="list-style-type: none"> • At least five (5) years' experience in consultancy assignments for building capacity of farmers in irrigated agronomy is required.
Sustainable Land Management Specialist	<ul style="list-style-type: none"> • M.Sc. in Soil Science/Land Management; Natural Resources Management, Land Use Management, Watershed Management, or Ecology. • Professional experience/ skills of 5 years in Sustainable Land Management related adaptive research and dissemination /up scaling activities at watershed/community level • Experience in working with Multi-disciplinary teams
Agronomist	<ul style="list-style-type: none"> • University Degree in Agriculture, Horticulture, Agriculture Extension, Agriculture Economics, Agribusiness, Agriculture Land use and Management, Irrigation Engineering or any other closely related discipline. • Experience in providing Agricultural extension services
Social Development Specialist	<ul style="list-style-type: none"> • Bachelors' degree in Agriculture/Sociology/Social Sciences/Social Work and Social Administration Rural Development or Development Studies/with a Master's degree in Sociology or Social Development • Experience in socio-economic analysis, including gender analysis, community mobilization, social development, local institutional development, and capacity building. • Relevant working experience in gender and social risk management • Experience in government or multilateral funding agencies. • Demonstrated knowledge of extension systems • Knowledge and experience in gender analysis within the agriculture sector

5.2 SUPPORT STAFF

The Consultant shall field any technical, non-technical and administrative staff to enable the timely delivery of the assignment and to the required standard.

6.0 SERVICES PROVIDED BY THE CLIENT

The Client shall introduce the Consultant to relevant stakeholders on request and also provide other relevant information.

All expenses related to the assignment such as office space, travel (inland and foreign), and accommodation, stationary shall be borne by the Consultant.

7.0 DURATION OF THE ASSIGNMENT

The assignment shall have duration of 2 years, renewable for a period of 2-3 years upon successful completion of the first phase.

8.0 STAKEHOLDERS

The Consultant shall consider the following as the Key Stakeholders

- i. Ministry of Water and Environment
- ii. Ministry of Agriculture Animal Industry and Fisheries
- iii. Ministry of Trade Industry and Cooperatives
- iv. Ministry of Local Government
- v. Ministry of Finance Planning and Economic Development
- vi. National Environment Management Authority
- vii. Ministry of Gender Labour and Social Development
- viii. Local Governments where the Scheme is situated
- ix. National Forestry Authority
- x. Uganda National Farmers Federation
- xi. Ministry of Land, Housing and Urban Development
- xii. NGOs and other Non-State Actors operating in the project areas
- xiii. Financial Institutions operating in the project area