



TERMS OF REFERENCE FOR CONSULTANTS

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| Title of assignment | ToT on Climate-Smart Agriculture (CSA/GAP) for Village-Level Key Farmers | |
| Organization | Ar Yone Oo Social Development Association | |
| Location | 10 villages at Myittha township for 250 key farmers | |
| Contract Duration | 2 months | |
| Number of working days | 37 days (3 days training x10 sessions) + (modules preparation- 5 days) + (reporting- 2 days)) | |
| Plan start and end date | From: 1 July 2025 | To: 31 August 2025 |

1. BACKGROUND

Ar Yone Oo Social Development Association (referred to as AYO), established in May 2008, is a non-political, non-sectarian, and not-for-profit organization implementing both humanitarian and development projects in states and regions across Myanmar, with about 200 staff members and its Head Office in Yangon. AYO is committed to serving the most vulnerable people without prejudice of gender, religion, or ethnic background. AYO's programs are comprised of humanitarian and development projects in Myanmar.

2. OBJECTIVES

- ☐ Enhance understanding of Climate-Smart Agriculture (CSA) concepts and principles, including climate resilience, sustainability, and productivity in farming.
- ☐ Build technical capacity of key farmers to adopt and promote CSA practices such as improved soil management, water conservation, crop diversification, and integrated pest management.
- ☐ Equip participants with facilitation and communication skills to effectively train and support other farmers in their communities.
- ☐ Promote farmer-to-farmer knowledge sharing by developing a network of trained lead farmers who can serve as resource persons in their villages.
- ☐ Foster local ownership and leadership in the adoption of CSA practices through participatory learning approaches.

3. SCOPE OF WORK

The trainer will be responsible to:

- ☐ Develop a tailored training modules and materials on CSA practices (aligned with local agro-ecological context of Myittha township).
- ☐ Deliver interactive training sessions (theory and practical) on topics including, but not limited to:



- ☐ Soil and water conservation
- ☐ Crop diversification and rotation
- ☐ Organic composting, pesticide and nutrient solution
- ☐ Drought- and flood-resilient crops
- ☐ Integrated pest management (IPM)
- ☐ Agroforestry and climate risk reduction
- ☐ Post-harvest management
- ☐ Facilitate group exercises, role-plays, and practical demonstrations.
- ☐ Assess participants' understanding through pre/post-tests or participatory evaluation.
- ☐ Submit a training report, including attendance, feedback, and recommendations.

4. EXPECTED DELIVERABLES

- ☐ A detailed training plan enclosing training components covering the thematic scope aforementioned in Scope of Work and schedule once recruited and three days before the training.
- ☐ Developing training materials, including presentations, handouts, and exercises.
- ☐ A final report summarizing the training, including participants' feedback and recommendations for future training.

5. PERFORMANCE INDICATORS FOR EVALUATION OF RESULTS

The performance of work will be evaluated based on the following indicators:

- ☐ Completion of tasks specified in TOR
- ☐ Compliance with the established deadlines for submission of deliverables
- ☐ Quality of work
- ☐ Demonstration of high standards in cooperation and communication with AYO

6. PAYMENT SCHEDULE

All payments, without exception, will be made upon certification from the supervisor of the contract, of the satisfactory and quality completion of deliverables and upon receipt of the respective and approved invoice.

7. DESIRED COMPETENCIES, TECHNICAL BACKGROUND AND EXPERIENCE

- ☐ A bachelor of Agricultural Science. A Master's degree will be an asset.
- ☐ A minimum of five years of experience in training and capacity building, particularly in the NGO sector.
- ☐ In-depth knowledge and proven expertise in Climate Smart Agriculture
- ☐ Excellent communication and facilitation skills.



8. EVALUATION CRITERIA

Applications will be assessed based on:

- ☐ Relevant experience and qualifications.
- ☐ Quality and comprehensiveness of the proposed training plan.
- ☐ Feedback from references.

9. DEADLINE FOR APPLICATION

All applications must be submitted by 19th June 2025.

10. APPLICATION PROCESS

Interested trainers are invited to submit:

- ☐ A cover letter expressing an interest and suitability to the job.
- ☐ A detailed CV highlighting relevant experiences.
- ☐ Contact details for at least two references.
- ☐ A proposed training plan should emphasize:
 - ☐ A clear schedule outlining the dates and timing for modules preparation, reporting and each of the 10 separate training sessions to be conducted within July–August 2025.
 - ☐ A detailed 3-day training agenda, including session topics, methodologies, and time allocations.
- ☐ Proposed professional fees for total 37 working days (**All related expenses such as travel, accommodation, meal and logistics must be covered by the consultant.** (AYO will cover the expenses for training aids and materials, training venue, travel, and other supports for participants.)
- ☐ Applicants should submit their Application Package to: hr-ygn@aryoneoo-ngo.org , and admin-ygn@aryoneoo-ngo.com