



Namibia Nature Foundation

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Terms of Reference

CONSULTANT FOR WOMEN IN CONSERVATION LEADERSHIP TRAINING – Kunene south, Erongo and Kavango East and West

1. PROJECT BACKGROUND

The Namibia Nature Foundation (NNF) is currently implementing the GIZ funded 'Support to Community Based Natural Resources Project'. This project is focused on assisting communal conservancies and community forests to improve internal governance, develop local value chains, reduce human wildlife conflict and adapt to climate change.

This short-term consultancy is aimed at delivering a 'women in conservancy leadership' training to female members of target conservancy management committees as well as female staff.

The training will aim to promote leadership qualities in female conservancy management representatives and staff. We envisage that increased participation and leadership capacity in female committee members and staff will strengthen overall institutional capacity in targeted conservancies.

2. RATIONALE FOR TRAINING

The current turn-over rate of management committee members in conservancy's is once every 3-5 years. The incoming management committee members, who are elected from general conservancy membership, are therefore in need of initial high quality support, training and mentoring. This is especially so in the case of female representatives who sometimes feel marginalized and disempowered at the committee level.

This capacity building training session will aim to assist female conservancy committee members and staff to 'find their voices' and ensure greater participation in decision making and enhance leadership abilities.

Through this project, NNF is supporting conservancies in Kunene south, Erongo and Kavango east and west regions. We will invite female representatives from these targeted conservancies to participate in the training. We foresee that the training will take place in a central location with a possible second session taking place closer to the respective regions.

3. SPECIFIC TASKS OF THE CONSULTANT

The tasks of the consultant will amongst other things be:

- The planning and delivery of a training(s) that will be aimed at strengthening the leadership skills of women in conservancy leadership positions.
- To develop a short questionnaire which provides a baseline score for measuring women's participation in conservancies



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- To make use of the already existing Women in Conservation Leadership training manual and to modify it as necessary and in consultation with relevant NNF staff
- To make use of appropriate adult learning and participatory approaches that will enhance the learning experience of the participants.
- To plan and carry out pre and post tests on the participants to assess the extent to which the training has impacted on the women
- To draft the Final Training Workshop Report narrative this should include training outcomes as well as recommendations for future action

4. EXPECTED DELIVERABLES

- Training Workshop Program outline and any handouts to be required for the training. This to be delivered by email to the project coordinator at least 5 days before the training
- Deliver Training Workshop with possible second workshop session as a follow-up, depending on available budget
- Training Workshop Report

5. CONSULTANCY DURATION

The anticipated duration of the consultancy is 10-12 days. Please note that the timeframe is indicative only and dependent on consultant's daily rate. Consultancies may be split into segments depending on specific activities.

6. CONSULTANT EXPERIENCE:

- Valid driver's license
- Extensive experience in workshop management and facilitation
- Experience on gender related issues in the southern African context
- Knowledge on CBNRM in Namibia and the conservancy/community forest institutional arrangements
- Good report writing and analytical skills, the ability to identify specific needs of females in conservancies as well as suggesting possible on-going support actions is of utmost importance and the candidate must be able to demonstrate this ability