

Terms of Reference: Technical Trainer (Kernel Cooperatives)

Introduction

The Global Shea Alliance (GSA), in partnership with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is implementing the Shea Investment and Jobs Creation Program (SHIP): a 2-year program in Côte d'Ivoire and Ghana to improve the efficiency and profitability of women processors in existing kernel and shea butter cooperatives to strengthen their sustainability in the value chain, access market and investment for women collectors and processors, and create decent jobs.

Project Description

The program will enhance the activities of women collectors and shea butter processors in the two countries through improving the quality of shea products and developing knowledge capacity and direct investment from private sector companies by facilitating direct sourcing with their shea cooperatives. The technical interventions of the program are as follows:

Ghana

- Creation of 15 new cooperatives in the kernel and shea butter production.
- Strengthen 15 existing kernel and butter cooperatives
- Facilitate 406,000 private investment to shea cooperatives.
- Create 2,030 decent jobs for women in the shea value chain.
- Digitization for 25 shea butter cooperatives

Côte d'Ivoire

- Creation of 10 new cooperatives in the kernel and shea butter production.
- Strengthen 5 existing kernel and butter cooperatives
- Facilitate 220,000 private investment to the shea cooperatives.
- Create 570 decent jobs for women in the shea value chain.
- Digitization for 5 shea butter cooperatives

Description of Role

The GSA is hiring technical trainers for short term service contracts to develop the capacity of women in butter processing. The objective of the assignment is to organize and train women groups into new cooperatives, facilitate registration of groups with relevant institutions, as well as support for existing shea kernel cooperatives through specific technical trainings on cooperative and business management and processing of quality shea kernels.

The training activities will be coordinated by the GSA. The approach for each training session will show a combination of theoretical and practical demonstrations on different topics to improve women's efficiency and profitability in shea processing across the five northern regions of Ghana.

Duties and Responsibilities

The role of the Technical Trainer will include:

1. Identify women groups for capacity building training. 50 women per cooperative in ToT training and large group training at the community level.
2. Organize training sessions for women processors in different communities in the northern regions of Ghana.
3. Review and adopt existing training curriculum on quality shea kernel processing, cooperative registration and management, business development and aggregation trainings.
4. Adopt existing manuals for trainings women shea cooperatives.
5. Conduct intensive 5 day training of trainers for targeted women groups and processors.
6. Submit a signed list of participants at the training.
7. Provide pictures from each training location.
8. Provide a report from the training including all evidence of training.

Qualifications

- Applicant should be resident in the northern regions of Ghana.
- Minimum of 5 years' experience in the shea industry and non-profits.
- Must have knowledge in training women groups into cooperatives. Cooperative management, business development and alternate income activities.
- Ability to use practical training tools and modules to impart knowledge.
- Must have knowledge in regulations for organic nut production.
- Must have strong interpersonal skills.
- Must have passion and commitment to women's empowerment.
- Ability to work with groups from different cultural backgrounds.
- Knowledge of Microsoft Office i.e. excel, word, etc.
- Report writing.

Applicants should please send an Expression of Interest and CV to e.zuta@globalshea.com

The deadline for submission of applications is Friday, April 5th