



Terms of reference: National Trainer (Colombia) for final module of the *Gender Capacity Strengthening Programme* in Colombia

KIT Royal Tropical Institute has been commissioned by Nespresso to design and implement the *Gender Capacity Strengthening Programme* (GCSP). The overall objective of the GCSP is to strengthen the capacities of Nespresso agronomists in selected countries to become catalysts of gender transformative change. The design and rationale of the GCSP reflects a number of pedagogical principles, namely: content and practice, learner-centred adult education methodologies, blended methods and competency-focused learning. The GCSP is embedded in the Nespresso AAA Sustainable Quality™ Program. As such, the GCSP will contribute towards Nespresso's goal of creating a sustainable supply of the highest quality coffee, while improving the situation of coffee farmers and their communities.

KIT is recruiting a national consultant (NC) to work as a gender co-trainer for GCSP activities in Colombia. The consultant will be working closely with KIT trainers who will be leading the roll-out of the GCSP. S/he will contribute to the final module of the capacity strengthening of agronomists to facilitate gender transformative change specifically co-delivering workshops.

GCSP's Objective

To strengthen agronomist's gender knowledge and skills in three inter-related *learning domains*:

- *Knowledge of gender transformative change*: increasing agronomists' understanding of social relations and gender in coffee-growing households and women's unequal position relative to men's in coffee value chains.
- *Self-reflection*: agronomists understand their role, as catalysts for change, and own perceptions of and attitudes about gender relations
- *Facilitation Skills*: developing skills to catalyse more equitable intra-household relations and dynamics among women and men coffee farmers while facilitating women's empowerment.

NC's Main Responsibilities

- Closely work with KIT trainers in preparation and co-delivery of final workshops of Module 3 in Colombia.
- Support KIT trainers with final evaluation and report of overall assignment.

NC's Qualifications

- Must be based in Colombia.
- Hold a degree in gender studies, sociology, anthropology, economics, agriculture or another relevant field.
- Proven experience in adult training and facilitation skills.



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- Have at least 10 years of experience in gender equality and agriculture, international development or a related field.
- Experience working in gender sensitization, behavioural change and familiarity with/understanding of Gender Transformative Approaches is a benefit.
- Excellent (working level) speaking and writing skills in Spanish required and English is an asset.
- Able to travel inside Colombia over the periods of February-May 2020.

Time frame

The dates of the assignment are to be determined. However, the NC is expected to start the assignment from end of February 2020. The project will tentatively end May 2020. A total of a **maximum** of 18 days is calculated for the expected activities.

Application submission details

Applications should be received by 5PM CET, December 5th, 2019. Applications should be sent via email addressed to:

Sandra Quintero (s.quintero@kit.nl) and Andrea Vos (a.vos@kit.nl)

If you have any questions regarding this ToR please contact Sandra Quintero.