



LED LIECHTENSTEIN
DEVELOPMENT
SERVICE



SUSTAINABLE AGRICULTURE TANZANIA
SOLUTIONS FOR A BETTER FUTURE

TERMS OF REFERENCE FOR

**TRAINER (S) TO PROVIDE TRAINING ON SOCIAL
PSYCHOLOGY AND COUNSELLING TO AGRICULTURAL
TUTORS FROM AGRICULTURAL TRAINING INSTITUTES**

JUNE, 2022

SUSTAINABLE AGRICULTURE TANZANIA

P.O. BOX 6369, MOROGORO-TANZANIA

Website: www.kilimo.org

1.0. Overview

Sustainable Agriculture Tanzania (SAT) is seeking to hire a Trainer(s) to conduct a Social Psychology and counselling training for agricultural tutors from 29 Agricultural Training Institutes. The trainer (s) is free to propose the methodologies and tools that will be used in the training. These Terms of Reference (ToR) serve as a request for proposals from individual consultants/firms interested in conducting this training.

2.0. About Sustainable Agriculture Tanzania (SAT)

SAT is a local organization that was registered in June 2011 and complying with the NGOs Act 2002 as amended in 2019 with registration number 00NGO/R/833. SAT's vision is that "the majority of farmers are using acknowledged agroecological methods to improve their livelihoods, conserve the environment, and reduce pressure on natural resources". SAT collaborates with other stakeholders including farmers, Ministry of Agriculture (MoA), universities, organizations, companies and government extension officers to be involved in activities that are carried out by SAT. This holistic approach establishes an Innovation Platform, where dissemination, research, application and marketing and networking build the main pillars. SAT headquarters are in Morogoro with branch offices in 4 regions and operates all over Tanzania. SAT runs its operations through a number of donor-funded projects and the CISTI project is one of them.

3.0. About CISTI project

SAT in collaboration with the Division of Training, Extension Services and Research (DTER) of the Ministry of Agriculture and with the support of LED started implementing the CISTI project in 2019 with the major aim of supporting the production of competent technical personnel who work effectively to meet the demand of Tanzania's agriculture sector, increasing climate resilience and strengthening livelihoods of smallholder farmers, thus alleviating poverty and food insecurity for sustainable development.

4.0. Objective of the assignment

The objective of this assignment is for agricultural tutors to improve their skills, knowledge, and confidence in provision of psychology and counselling to students. The tutors will be capacitated in social and educational psychology as well as counselling to be able to support students in areas of learning, participation, dealing with academic and social challenges, mental health and overall academic performance to be able to improve according to expectations.

5.0 Expected outcomes of the training.

At the end of the training, we expect that the trainees will be able to:

- Explain the concept of psychology and counselling;
- Provide basic psychology and counselling to students;
- Explain the concept of intellectual development;

- Explain the concept of how learning occurs and to use acquired knowledge and skills to support students in their academic career;
- Understand the concept of psychological disorders especially those that would interfere with students' academic outcomes and relationship with colleagues and tutors;
- Recognise with anxiety, anger, self-esteem, and social anxiety problems and provide advise accordingly and
- Develop their unique counseling framework for handling abuse of any forms, providing psychology and counselling to students and staff.

6.0. Methodology

The trainer (s) is free to propose the methodology and tools that will be used in the training. These Terms of Reference (ToR) serve as a request for proposals from individual consultants/firms interested in conducting this training.

7.0. Expected deliverables

The following deliverables are expected from the facilitator/trainer.

- i. Technical proposal indicating the detailed training methodologies, training contents, sources, three-days training program and training materials will be discussed and approved by SAT team before training starts.
- ii. Carry out face-to-face training to trainees for 3 days
- iii. Comprehensive training report of the training assignment
- iv. Deliver notes which may be shared in soft or hard copy materials
- v. An electronic copy of all training materials and contents including presentations, videos and other resource of relevant materials on social psychology and counselling.

Note:

The training report will be produced after one week from the date of the training closure. Training notes and other resource materials should be provided during or at the end of the training.

8.0. Time span of the training

This training is expected to be carried out for a period of 3 days (from 18th to 20th July 2022).

9.0. Profile/consultancy requirements

- Master's degree in psychology or social work with demonstrated strong experience in social work/counselling or another related field which is in line with the training objective and scope of the assignment (item 4.0 and 5.0 or any relevant field);

- Demonstrated experience and proven records in undertaking similar assignments;
- Minimum 7 years' experience as a psychological counsellor, social worker, and educational psychologist in a variety of cases
- Have experience in the field of facilitation of training and especially social psychology and counselling;
- Excellent analytical, interpersonal, communication, reporting and facilitation skills, including in multi-cultural settings;
- Evidence of having undertaken similar assignments, at least 3 references of clients;
- Awareness of cultural and social context of non-majority and working with vulnerable groups will be considered an advantage and
- Proficiency in adult-learning principles.

10.0 Proposed modality of payment

Upon signing of the contract before the start of the assignment, a first instalment of 50% of the agreed sum amount will be paid. and then 50% after finishing the entire assignment and handing over the reports for the assignment.

11.0. Points for consideration in evaluating expression of interests

- Demonstration of clear understanding of the scope of the assignment
- Demonstration of the trainer's expertise, capacity and capability to undertake the assignment
- Clear budget cost for the entire assignment
- Evidence of past similar works done through samples and references
- Demonstration of innovative approaches/methodologies of undertaking the assignment
- Timely submission of the Expression of Interest (EOI)
- Clear proposed plan/timetable of the assignment

NB

No phone calls or in-person applications will be accepted, so there is no need to follow up

13.0. Application and Documentation

Interested qualified trainers are invited to submit their applications. Trainers who meet the requirements should submit the following; application letter (EOI), Curriculum Vitae, conceptual inception report showing how you intend to achieve the stated objectives, previous experience (sample work and references), proposed five days training program and budget for undertaking the assignment. Please send your application electronically via consultancy@kilimo.org by **29th June 2022** with the subject line of email **Social**

Psychology and counselling Training. Review of proposals will be done on the **1st July 2022**. Award giving of the assignment to the suitable trainer will be on **4th July 2022**. **NB:** Deadline for submission of EOI will be on **29th June 2022 at 1700hrs East African Time**. Late EOIs and portions of EOI, shall not be accepted for evaluation irrespective of the circumstances. Only awarded consultant(s) will be contacted.