

Terms of Reference (TOR)

Climate Smart Agriculture Training Consultant

Department of Samurdhi Development (DSD) – Empowerment Program

1. Objective

The objective of this assignment is to strengthen the capacity of the Department of Samurdhi Development (DSD) to promote and support climate-smart agriculture practices among vulnerable households under the Empowerment Program.

The consultant will support DSD staff and beneficiary households to improve knowledge, practical application, and field-level adoption of climate-resilient and environmentally sustainable agricultural practices suitable for small-scale and low-income households. The assignment will focus on practical training delivery, field demonstrations, technical mentoring, and follow-up support across the pilot districts.

The consultant will also strengthen the capacity of DSD frontline staff to guide households in adopting suitable climate-smart agricultural practices that improve productivity, reduce climate-related risks, promote sustainable resource use, and support household-level resilience.

2. Scope of Work

The consultant will work closely with the DSD national core team, district implementation teams, divisional staff, and frontline officers to strengthen the implementation of climate-smart agriculture interventions under the Empowerment Program. The assignment will primarily focus on technical training delivery, field demonstrations, mentoring, and practical implementation support related to climate-smart agricultural practices.

Key responsibilities include:

A. Climate Smart Agriculture System Strengthening

- Identify suitable climate-smart agriculture practices for beneficiary households based on local agro-ecological conditions, resource availability, climate risks, and household capacities
- Support DSD in promoting environmentally sustainable and climate-resilient agricultural approaches suitable for small-scale and vulnerable households
- Provide technical guidance on practical climate-smart agriculture practices, including:
 - Water-efficient cultivation methods

- Home gardening techniques
- Organic and low-input farming practices
- Soil conservation and soil fertility management
- Climate-resilient crop selection
- Integrated pest management approaches
- Small-scale sustainable food production systems
- Support integration of climate resilience considerations into household-level planning and coaching processes

B. Technical Capacity Building

- Design and conduct practical training programs for DSD staff at district, divisional, and GN levels on climate-smart agriculture approaches
- Build staff competencies in:
 - Climate-smart agriculture principles and practices
 - Sustainable small-scale agriculture systems
 - Water conservation techniques
 - Climate risk reduction approaches
 - Environmentally sustainable agricultural practices
 - Household-level agricultural planning and follow-up
 - Farmer coaching and field mentoring approaches
- Conduct practical and demonstration-based learning sessions using locally appropriate agricultural examples

C. Demonstration and Field-Level Technical Support

- Conduct practical field demonstrations related to climate-smart agriculture techniques and sustainable production practices
- Provide technical mentoring and implementation support to DSD staff and beneficiary households during field visits
- Observe field-level implementation and provide practical feedback to improve the quality of agricultural support provided to households

- Support district and divisional teams in identifying locally suitable climate-smart agriculture practices and demonstration models
- Demonstrate low-cost, locally adaptable, and resource-efficient agricultural techniques suitable for vulnerable households
- Support troubleshooting of practical challenges related to crop management, water use, soil management, pests, climate impacts, and household-level production systems
- Document successful demonstration models, innovative practices, and lessons learned from field implementation

D. Linkages and Coordination

- Support practical coordination with:
 - Agricultural extension services
 - Input suppliers
 - Government agriculture-related programs
 - Technical service providers
 - Community-based farmer groups and local agricultural networks
- Facilitate linkages between beneficiary households and relevant agriculture support services where appropriate
- Support district teams to strengthen coordination with local agricultural officers and technical institutions

E. Coordination, Documentation, and Reporting

- Coordinate regularly with the DSD national core team, district directors, divisional managers, and relevant technical officers
- Participate in review meetings, planning discussions, and technical coordination sessions related to agriculture interventions
- Prepare periodic progress reports, technical updates, and field mentoring reports
- Document field-level challenges, lessons learned, successful practices, and implementation recommendations
- Provide technical recommendations for strengthening climate-smart agriculture implementation within the Empowerment Program

- Prepare a final technical report summarizing activities conducted, key achievements, challenges encountered, and recommendations for sustainability and future scale-up

3. Deliverables

The consultant will be expected to produce the following deliverables:

- Inception workplan and implementation approach
- Climate-smart agriculture training and facilitation materials
- Practical demonstration and field implementation guides
- Technical guidance notes for DSD frontline staff
- Field mentoring and demonstration reports
- Documentation of good practices and successful demonstration models
- Periodic technical progress reports
- Final technical report with recommendations for strengthening climate-smart agriculture implementation under the Empowerment Program

4. Duration

The duration of the assignment will be 10 months, starting from October 2026. During this period, the consultant will provide technical assistance, training delivery, field demonstrations, mentoring, and follow-up support across the pilot districts under the Empowerment Program.

5. Required Qualifications

The consultant should possess:

- A degree in Agriculture, Agronomy, Agricultural Extension, Environmental Management, Agribusiness, or a related field
- Minimum seven (7) years of relevant professional experience in climate-smart agriculture, sustainable agriculture, agricultural extension, or community-based agriculture programs
- Demonstrated experience working with vulnerable or low-income rural communities
- Strong practical understanding of climate-resilient and environmentally sustainable agricultural practices suitable for small-scale farmers
- Experience conducting field-based training, demonstrations, farmer mentoring, and technical coaching activities

- Experience working with government institutions, agricultural extension systems, or community development programs will be considered an added advantage
- Strong facilitation, field coordination, and communication skills
- Ability to develop practical, low-cost, and locally adaptable agricultural solutions suitable for vulnerable households under community-based development programs