Call for Expressions of Interest for Training Experts

About AWARD

African Women in Agricultural Research and Development (AWARD) envisions transformative change toward gender-responsive solutions that will catalyze lasting impact for equitable agri-food systems for women and men smallholders. We are investing in women’s leadership to foster equality in the Agricultural Research for Development (AR4D) sector, equipping AR4D professionals to integrate gender in their work, strengthening institutions to adopt gender-responsive policies and practices, and impacting the enabling environment to enhance gender responsiveness.

AWARD was founded in 2008 as a career-development program that sought to widen the pipeline of capable, influential African women scientists in leadership. Since our founding, we have significantly expanded in our vision and mission, which are anchored on three pillars that underpin the execution of our mission. While each pillar has its own set of outcomes, the three are highly interdependent and together they form a singular comprehensive strategic approach.

Pillar one: We are investing in individuals to have more women access leadership positions and AR4D professionals influence gender responsiveness

Pillar two: We are strengthening African AR4D institutions to enhance their capacity to integrate gender responsiveness in their policies and practices

Pillar three: We are influencing an enabling environment for improved gender responsiveness in the African AR4D ecosystem

AWARD is hosted by World Agroforestry (ICRAF), a Centre of scientific and development excellence that harnesses the benefits of trees for people and the environment. We invite you to learn more about AWARD and World Agroforestry through our websites: www.awardfellowships.org and www.worldagroforestry.org

Call for Expressions of Interest (EOI)

Building a robust pool of highly qualified trainers with the knowledge and skills to effectively deliver its training courses is an important priority for AWARD. The AR4D sector presents unique and dynamic capacity building and strengthening needs that call for training experts with a broad range of competencies and knowledge. The AWARD trainers deliver world-class trainings aimed at building capacities of individuals and institutions in the ARD sector.

Seeking to expand its pool of trainers, AWARD is therefore looking for proficient, seasoned, and dedicated multilingual training experts and process facilitators (French, English and any other language) to join its pool of trainers.

- The areas of training expertise required

We are inviting expressions of interest from training experts in the following but not limited to areas:
- Gender Equality in agrifood systems
- Gender responsive agriculture policies
- Gender and climate sciences
- Innovation and technology development
- Women’s leadership and management
- Negotiation skills
• Executive leadership coaching
• Mentorship
• Curriculum design and delivery (virtual and in-person programs)

- Tasks and responsibilities

The training experts will be periodically engaged in the execution and delivery of AWARD training programs as and when required. They will also join a distinguished team of international trainers and process facilitators, a community of experts working on AR4D across the continent and will enjoy access to AWARD learning and networking opportunities. The experts will be engaged in training activities including:

1. Design and carry out training needs assessments
2. Design course programs and objectives based on the assessment analyses
3. Develop interactive, engaging, and impactful course content and methodology
4. Prepare, deliver, and co-facilitate the trainings in line with the schedule and objectives set
5. Actively participate in debrief sessions with other trainers
6. Plan, prepare and/or facilitate training related meetings
7. Design and conduct course evaluations
8. Prepare and submit comprehensive training reports

- Requirements

Candidates should meet the following requirements:

Education, knowledge and experience
1. Advanced university degree in education, adult learning, agricultural sciences, social sciences, natural sciences other relevant disciplines.
2. Subject matter expertise in one or more of these areas (gender in agriculture, policy, climate science, innovation and technology, research proposal writing, scientific writing and publishing, research methods, women’s leadership, mentoring and coaching)
3. A minimum of ten years working experience in designing and delivering capacity development programs regionally and/or internationally
4. Knowledge of adult learning principles in capacity development programs and experience in the development and design of curricula and course materials
5. Excellent presentation and facilitation skills
6. Relevant experience and knowledge of the African Agriculture Research for Development landscape
7. Experience working with diverse teams including different nationalities, gender, cultures, age groups and across sectors.
8. Familiarity and knowledge in the use of ICT tools in course delivery (demonstrated ability to create professional power points, organize webinars, work with different online tools/applications, experience with Open-Source Learning Systems such as Massive Open Online Course MOOCs, ability to manage tutorial chat rooms, etc.)
9. Trainers with certification in leadership, mentoring, gender training (these can include Meyers Briggs Type Indicator-MBTI, BELBIN, Emotional Intelligence, Leadership Circle, 360-degree feedback programs or others), will have an added advantage.
10. Multilingual proficiency in English, French and any other language, would be an added advantage.
**Personal attributes and competencies**

1. A positive professional attitude: ability to work independently, work under pressure and manage tight deadline with a degree of flexibility
2. Excellent interpersonal skills: communications, working productively in diverse teams, client relations, positive collaboration with colleagues and partners at all levels
3. Proactive, creative problem solver
4. Values sharing of information, constructive learning for continuous improvement
5. Passion for capacity building and supporting social impact development

Interested training experts will undergo an AWARD training of trainers’ programs to learn and apply the AWARD training principles.

To apply, send your expression of interest and curriculum vitae to: [AwardTraining@cifor-icraf.org](mailto:AwardTraining@cifor-icraf.org). Expressions of interest will be reviewed on an ongoing basis and in line with AWARD training needs. Please note that we will only contact Training Experts who will submit expressions of interest meeting the above requirements.