



MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT  
STATE DEPARTMENT FOR LIVESTOCK DEVELOPMENT

**KENYA LIVESTOCK COMMERCIALIZATION PROJECT (KeLCoP)**

**TERMS OF REFERENCE FOR GROUP MENTORS AND GRADUATION CHAMPIONS**

The Kenya Livestock Commercialization Project (KeLCoP) is a six-year project jointly funded by the Government of Kenya (GOK), International Fund for Agricultural Development (IFAD), Heifer International, participating Financial Institutions (PFI) and Beneficiary communities. The Project came into force on 05 March 2021 with a Completion date of 31 March 2027 and Loan Closing date of 30 September 2027.

The Project Goal is to contribute to the Government's agriculture transformation Agenda of increasing rural small-scale farmers' incomes, food and nutrition security. The development objective is to increase incomes of 110,000 poor livestock and pastoralist households, especially youth and women, in an environmentally friendly manner, in selected project areas of the 10 participating counties. The Project areas are Semi-Arid counties (Elgeyo Marakwet and Baringo), Arid counties (Marsabit and Samburu) and other areas are Busia, Bungoma, Kakamega, Siaya, Nakuru and Trans Nzoia. These project counties have been categorized into three regions; the Northern region (Samburu and Marsabit), the Rift Valley region (Nakuru, Baringo, Elgeyo Marakwet and Trans Nzoia) and the Western region (Bungoma, Kakamega, Busia and Siaya). The project will be implemented in 40 wards in all the 10 project counties with each county having 4 implementing wards. The targeted value chains are small ruminants (sheep, goats for meat and dairy goats), local improved breed poultry and apiculture.

The primary target group comprises very vulnerable, ultra-poor, mostly women-headed households, pastoralist and agro-pastoralist households; commercially orientated pastoralist and agro-pastoralist households; and young women and men involved in production and entrepreneurial activity at critical points in the value chain. The project will also engage with value chain drivers namely: farmers with resources to function as livestock breeders; traders; retailers; wholesalers; private sector companies; transporters; private agro-vets and input suppliers. KeLCoP has a strong focus on the inclusion of women and youth, marginalized tribes and persons with disabilities.

The project is expected to directly benefit 110,000 households with a total number of 495,000 people. From the total direct beneficiaries, women and youth beneficiaries will be 54 per cent and 30 per cent respectively. 30 per cent of the total households will be targeted for nutrition interventions. A minimum of 5 per cent of beneficiaries will be from vulnerable groups (marginalized tribes, persons with disabilities and persons with HIV).

The project consists of three components; Component 1: Climate-smart production for small livestock. This will be supported by the following sub components; integrating vulnerable households (HHs) into value chains, Climate Resilient Production Systems, Breed improvement, Animal Health Improvement and E-extension. Component 2: Support to livestock market development. This will be supported by the following sub components; Market infrastructure and capacity development, Building inclusive value chains and Value chain management information systems. Component 3: Project Management and Coordination. This will be supported by the following sub components; Policy and institutional support to national Government and Project Management & Coordination Unit Support.

The Lead Project Agency is the State Department for Livestock in the Ministry of Agriculture, and Livestock Development. The project institutions are: The Project Steering Committee (PSC), Project Management and Coordination Unit (PMCU), County Project Coordinating Committees (CPCCs), County Project Technical Teams (CPTTs), Sub-County Technical Teams (SCPTTs), Ward Project Implementation Team (WPIT) and Small Livestock Commercialization Area Committee (SLCA committees).

To achieve successful implementation of social mobilization and the Gender Action Learning System (GALS), the Kenya Livestock Commercialization Project (KELCOP) is seeking qualified candidates to fill the following positions: group mentors and graduation champions.

#### **TOR NO: 1/2024: Group Mentors (2 positions)**

The Group Mentor will play a crucial role in supporting participants to achieve their personal and group goals within the GALS framework. The Mentor will facilitate group training sessions in business skills, nutrition-sensitive agriculture, GALS, and animal husbandry. They will provide guidance and support to participants and create a conducive learning environment for collaborative learning and reflection. The KeLCoP is seeking qualified candidates to fill these positions. He/ she will sign a contract for service provision for a duration of three (3) years renewable annually based on performance and will be answerable to the KeLCoP Project Coordinator through the project manager for AESA for the following tasks:

- I. Facilitate group sessions according to the GALS methodology, ensuring active participation and engagement from all group members.
- II. Provide guidance and support to participants in setting and achieving their personal and group goals, including identifying strategies to overcome gender-related challenges.
- III. Foster a collaborative and empowering learning environment within the group, promoting open dialogue and respect for diverse perspectives.
- IV. Monitor and evaluate the progress of the group, providing feedback and guidance as needed to ensure the achievement of desired outcomes.
- V. Encourage reflection and learning among group members, facilitating discussions on gender equality and women's empowerment.
- VI. Ensure the group has group vision journey and aggregated group members journeys and are being implemented.

- VII. Documenting and sharing vision journey progress and family balance tree commitments.
- VIII. Provide guidance and implementation support to GALS champions.
- IX. Conduct weekly visits to the market-oriented smallholder farmer groups.
- X. Work with at least 22 market-oriented smallholder farmer groups.

**Qualifications and other requirements for the position:**

- I. Certificate in the social sciences, agriculture, community development, social work, Gender or any other related disciplines.
- II. At least 3 years of proven experience on designing and facilitating of participatory training workshops in the respective County
- III. Experience of working on Gender Equality and Women Empowerment at the County level
- IV. Excellent written and verbal communication skills in English, Kiswahili and the local language.
- V. Has experience in mentoring women and youth
- VI. Knowledge and experience of Participatory Rural Appraisal techniques
- VII. Experience in implementing the graduation approach or access to technical expertise for implementing the graduation approach
- VIII. Experience in facilitating group processes, preferably within a gender-transformative framework.
- IX. Knowledge of and commitment to gender equality and women's empowerment.
- X. Strong communication and interpersonal skills.
- XI. Ability to work collaboratively with diverse groups of people.
- XII. Familiar with the project county, preferably a resident in the project working areas (wards)
- XIII. Undertaken similar assignments.
- XIV. Able to take up the role immediately.

**TOR NO: 2/2024: Graduation Champions (10 positions)**

The role of the champion will be to deliver the Graduation Approach. The post holder will be responsible for need assessments, participant targeting and selection, design, and implementation of the Graduation Approach. The post holder will play a vital role in improving the operational performance of all the Graduation Approach interventions. She will be required to demonstrate an understanding of community livelihood needs. The Champions will also train UPHHs in GALS, business skills, nutrition and animal husbandry. The KeLCoP is seeking qualified candidates to fill these positions. He/ she will sign a contract

for service provision for a duration of three (3) years renewable annually based on performance and will be answerable to the KelCoP Project Coordinator through the project manager for AESA for the following tasks:

Live and work at least 90% of the time in any of the listed project working areas.

- I. Conduct regular household and group visits in the assigned Area.
- II. Target and select participants, facilitating set up of various livelihood activities and trainings for capacity building of the local community.
- III. Plan implementation activities.
- IV. Organize regular meetings with community and stakeholders.
- V. Provide mentorship and coaching to Ultra poor households.
- VI. Develop and build mutual trust with Ultra poor households.
- VII. Monitor and regularly assess performance of participating ultra-poor households.
- VIII. Prepare and submit data for reports as required by the Senior Supervisors and Regional Managers.
- IX. Work with at least 100 Ultra poor households

**Qualifications and other requirements for the position:**

- I. Certificate in community development such as social work, agriculture and any other related field
- II. Other qualifications related rural development-
- III. Well-known in their area of residence and fluent in the local language
- IV. Person of proven integrity
- V. Settled in the area of residence (not likely to relocate from the area)
- VI. Demonstrated entrepreneurial skills.
- VII. Experience in working with community organizations with tested and proven social skills.
- VIII. Willingness to promote women's economic empowerment.
- IX. Knowledge of the project working area (Small Livestock Commercialization Area) and its environs.
- X. Excellent communication skills and willingness to work in a team.
- XI. Able to take up the role immediately.