



TERMS OF REFERENCE

Capacity building for Conservancy Governance Committee (CGC) in Murchison, Community, Rurambira and Karenga Community Wildlife Area Conservancies

Background

The African Wildlife Foundation (AWF) has supported the development of wildlife-based conservancies across Africa. Given Uganda did not have conservancies, in 2014, AWF proposed the concepts of conservancies to the Uganda Wildlife Authority (UWA) as a means of expanding habitat protection, diversifying tourism experiences and engaging landowners and communities directly in wildlife conservation through conservancies. UWA was very supportive of the idea and as a result AWF initiated in partnership with UWA the piloting of three conservancies in landscapes surrounding Lake Mburo National Park (LMNP), Murchison Falls National Park (MFNP), and Kidepo Valley National Park (KVNP).

The development of wildlife conservancies in Africa takes careful planning, deep engagement with communities, capacity building and formation of new partnerships. Considerable work remains to advance these conservancies, each of which faces a unique suite of challenges and opportunities.

AWF is currently implementing a five-year USAID-funded Biodiversity for Resilience activity in partnership with RTI, CTPH and Viamo which activity is building on the work that was initiated during the previous Bridge Program that focused on Conservancy development. One of the key roles AWF is to strengthen the governance structures within the three conservancies of Rurambira, Murchison Community Conservancy and Karenga Community Wildlife Area (KCWA).

AWF is seeking a consultant with experience in capacity building with specific focus on leadership, and team building to work with AWF staff to strengthen conservancy governance structure in Murchison Community Conservancy (MCC), Rurambira Conservancy (RC) and Karenga Community Wildlife Area Conservancy.

1. Purpose:

The overall purpose of the assignment is to strengthen conservancy governance structures in leadership and management, in Murchison Community Conservancy (MCC), Rurambira Conservancy (RC) and Karenga Community Wildlife Area Conservancy (KCWAC). The participants are Conservancy Governance Committee members in the three conservancies. They are approximately 48 members altogether in MCC, RC and KCWAC.

2. Scope of the assignment:

The successful consultant is expected to work with AWF staff, the B4R One Team, and communities. The assignment will require travel to program implementation site, and facilitation of trainings. The consultant is expected to focus on the following tasks:

- i. Conduct a capacity assessment for each conservancy. Note that due to limited time, the consultant may have to consult with the AWF staff on training needs
- ii. Develop a training plan to address needs to of the conservancy governance committee
- iii. Develop training manual/curriculum and other necessary materials
- iv. Deliver training workshops for the conservancy
- v. Incorporate team building aspects in the training sessions

3. Expected Outputs:

The successful candidate is expected to have the following deliverables:

- i. Training Manual and all other training materials used
- ii. Submit a final detailed training report including follow-up actions / support
- iii. Committee Members trained?

4. Requirements:

- i. Advanced degree in a relevant field
- ii. Proven record in conducting trainings/workshops and management, including participatory training approaches
- iii. Good relational and communication skills (in writing and verbally)
- iv. Advanced facilitation and training skills
- v. Team building skills
- vi. Experience in leadership and management training necessary

5. Time Frame:

The consultant is expected to give an indicative timeframe within which he/she expects to accomplish the assignment. This is a time sensitive activity.

6. Application:

Interested individuals should submit a cover letter of interest, and detailed CV within 10 working days from the date of the advert to: UGProcurement@awf.org for the attention of the Country Director, African Wildlife Foundation.