



TERMS OF REFERENCE (TOR) FOR THE RECRUITMENT OF VBHCD COMMUNITY FACILITATORS FOR HEIFER NIGERIA'S NAIJA UNLOCK PROGRAM

1.0 Background

1.1 Heifer International

Heifer Project International is a global non-profit that is working to end hunger and poverty and care for the Earth in agricultural development. Heifer engages with smallholder farmers and those involved in working the earth, building their capacities to adopt sustainable practices in their operations. Heifer's foundation was built on the belief that ending hunger begins with giving people the means to feed themselves, generate income and achieve sustainable livelihoods for their households. Since 1944, Heifer has helped 20.7 million households, more than 105 million people in over 125 countries, through community-based training, appropriate technologies, and agricultural resources, enabling communities to lift themselves out of poverty and hunger and onto a path of self-reliance and economic prosperity.

1.2 Heifer Nigeria/Naija Unlock Program

Heifer International established its Nigeria Country Program in 2021, and agricultural development intervention activities was started in the country the same year through its Naija Unlock Signature Program. The 'Naija Unlock' program's aim is to support the unlocking the potentials in Nigeria's agricultural sector to achieve national food self-sufficiency by working with smallholder farmers and local value chain actors to increase their productivity and meet local demand while closing the living income gap for families in the rice, tomato, and poultry value chains. Naija Unlock program activities are being implemented currently in five (5) states in Nigeria, which include Ogun, Edo, Nasarawa, Benue, and Lagos States. The Signature Program was designed to close the living income gap at scale with a permanence of impact. The program will improve the productivity along the continuum of each of the focus value chains. It will bridge the gaps in the market system, improve social and economic livelihood, support the achievement of food self-sufficiency, farmers and environmental resilient.

Heifer Nigeria is also expanding its operations into the livestock space where it has competitive advantage through many years of Heifer International's livestock programming. The current focus is on cattle, sheep, and goat value chain development. Heifer Nigeria has a target of supporting 1,000,000 households by 2025, and 2,000,000 households by 2030 to be on the pathway to achieving sustainable living incomes. Heifer Nigeria is adopting its flagship community development model – the value based holistic community development (VBHCD) for strengthening smallholder farmers and building their social capital in combination with the re-enforcement and strengthening the market systems in the country.



2.0 VBHCD: An Introduction

The VBHCD model is a structured social capital development process which is directed at rural people. It involves provision of capacity building, and behavioral change facilitation to help smallholder farmers and their communities solve their problems. The objective of the VBHCD model is to increase the efficiency of the farm, increase production and productivity for sustainable household incomes for improving the standard of living of rural farmers and their households. The VBHCD has at its core, the objective of changing farmers attitudes towards their challenges. The model helps smallholder farmers to aggregate and be organized for increased ability to transact with businesses and agricultural value chain actors. It motivates farmers and rural communities and help them to build their self-confidence. This ultimately support their ability to advocate for themselves and transact with other actors in the agricultural and food value chains. To achieve the projects objectives, the VBHCD will be delivered to community Self-Help Groups (SHG) and Farmer Producer Organizations (FPO) by Community Facilitators. Heifer Nigeria's Naija Unlock community facilitators will be responsible for providing on the ground in-person VBHCD trainings to smallholder farmers in project communities.

2.1 The Community Facilitator

The community facilitator will support Heifer Nigeria's Naija Unlock program implementation in program communities. He or she will be the 'last mile' agent for the program ensuring that farmers participate and own the program. S/he will work with Heifer Nigeria Naija Unlock team to ensure farmers have necessary information and their capacities are built to achieve the goal of the program. The community facilitator will support Heifer Nigeria Naija Unlock State Facilitator to build the capacities of farmer to implement Heifer's Value Based Holistic Community Development (VBHCD) in the SHG, FPO, and communities. The community facilitator will ensure that Heifer's principles of **Passing on the Gift**[®] is understood and adhered to by project participants. S/he will support the SHGs and FPOs and monitor and report their performance.

The community facilitator will be recruited in a 'consultancy' role. Twenty (20) Community Facilitators will be recruited to support Naija Unlock program implementation in each of Benue, Nasarawa, Edo, Ogun and Lagos State.

2.2 The Scope of Work for the Community Facilitator

- Facilitate the formation of Self-Help Groups (SHG) and Farmers Producer Organizations (FPO) in project communities
- Support the training of SHG and FPO on Heifers Value Based Holistic Community Development (VBHCD)



- Create and sustain awareness about Heifer Nigeria's programs activities in Naija Unlock project communities
- Support Heifers women and youth empowerment programs in Naija Unlock communities
- Assist project participants to understand, own and apply Heifer Internationals Cornerstones, VBHCD and Participatory Self-Review and Planning (PSRP) in the implementation of community development
- Support SHG and FPO members to access life changing information and innovation
- Support SHGs and FPOs to be sustainable through improved management with a focus on activities such as development of group byelaws, group dynamics, financial and non-financial record keeping, savings & loans activities, activity planning and implementation etc.
- Data Collection
- Other duties as may be assigned

3.0 Required Skills/Qualification

- Graduates of tertiary institutions with a minimum of National Diploma (ND), or National Certificate of Education (NCE) certificates are preferred.
- Must be resident in the village (Project Location) (with evidence of residency e.g., known family etc.)
- Very good literacy, writing, and English Language speaking skills
- Have good understanding of rural life and farming practices
- Must have the ability to work with groups of people
- Good public speaking skills
- Self-confident with good people skills
- Must be a good listener and able to teach and be taught
- Female candidates are encouraged to apply

TO APPLY:

Please email a CV/resume, and cover letter and list of three (3) references to the underlisted email addresses by 5th February 2023. In the subject line of the email please write "Heifer Nigeria Community Facilitator_2023". Please indicate your full address in your cover letter. Only short-listed applicants will be contacted for interviews on a rolling basis.

1. Frederick.Igba@heifer.org (for Benue State applicants)
2. George.Egbe@heifer.org (For Nasarawa State applicants)
3. Eucahria.Obar@heifer.org (For Edo State applicants)
4. Oluyemi.Adunoye@heifer.org (For Lagos and Ogun State applicants).