

## **Training Coordinator, Africa**

*Consultant position*



**The World Poultry Foundation (WPF) is seeking a highly motivated individual to develop and implement training programs to support WPF activities in Sub-Saharan Africa. This consultancy is dependent on funding awarded.**

**Location: Flexible**, (preference for someone based in West Africa)

**Consultancy Duration: 1 year, with potential for renewal**

**Anticipated Start: January 2023**

### *About the World Poultry Foundation*

The WPF is a U.S. based non-profit organization that creates access to poultry inputs for rural households with a focus on women and youth. We work through private companies to develop small poultry enterprises that generate income and provide protein for rural households. We also build capacity through educational programs and training workshops for farmers across the globe with an emphasis on technical training, nutrition, and gender programs for women. **Our mission is to be a catalyst for improving lives globally through the sustainable production of poultry while empowering farmers in developing regions.**

### *Program Overview - Africa Poultry Multiplication Initiative (APMI)*

The African Poultry Multiplication Initiative (APMI) is a unique poultry value chain model that has been implemented in several African countries to catalyze a transformation of rural poultry production by helping to scale private sector delivery efforts, with a special focus on productivity and income growth for rural households. This program empowers rural women to improve the health, nutrition, and the overall livelihood of their households. The APMI also significantly increases overall household income through increased production.

The World Poultry Foundation (WPF) provides technical assistance and guidance to private companies and their partners to: (a) establish a supply of improved genetics of low-input, dual-purpose chicken breeds; (b) scale rearing, multiplication, and day-old chick production systems to service rural communities; (c) establish brooding/mother units (BU's) to properly rear, feed, and vaccinate day-old chicks to reduce early stress and mortality and improve the performance of the birds in the hands of small scale producers; (d) help the companies to recruit and train a network of technical support

**Empowering farmers around the world through poultry.**

specialists to support the BUs; (e) enable networks of women smallholder farmer groups to purchase 28-day old chicks (DOCs) from the BU's to raise them for meat and eggs, ultimately benefiting their households.

Poultry constitutes an important economic activity for rural farmers even at the subsistence levels. However, while most programs have initially focused on commercial poultry systems – which have largely failed to meet the demand and access needs of the population – the rural poultry activities have been largely ignored and sidelined. This means that rural poultry production operations, which are the ones that would benefit the most, are sidelined. Efforts by governments to increase the importation of poultry products from more productive countries like Brazil and the US is possible, but many do not have the foreign exchange resources to make it adequate, affordable, and accessible for the average household. Even with increased supply, the lack of reliable cold chain distribution systems prevents many of these rural areas from even having access to the products.

The APMI is focused on five main outcomes:

1. **Increased poultry production and productivity** through dual purpose breeds that act and behave similar to local indigenous breeds yet achieve higher outputs (meat and eggs). For example, local breeds will lay on average 45 eggs per year whereby the dual-purpose breeds will lay 160 -180 eggs under the same foraging conditions.
2. **Increased rural household income:** through the increase in productivity, the rural households can monetize the excess production, increasing household income.
3. **Improved household nutrition** through the consumption of high-quality protein (meat and eggs) and consumption of a more diverse diet, (from increased income, #2).
4. **Empower women and youth** – The goal of the APMI is that 75% of the beneficiaries of the program are women and youth (under the age of 24).
5. **Rigorously monitor and improve** – WPF has a robust M&E system to deploy in each country to help track progress towards these outcomes and provide insight on how to improve along the way.

### *Position Summary*

The Training Coordinator is responsible for overseeing WPF training investments across Africa. This position will oversee both the development of additional training materials, coordination with any training programs we fund, as well as designing assessments to gauge the return on investment for any training conducted. The Training Coordinator will report to the Director of International Program Development but will work closely with team members across the organization. The training coordinator will manage all logistics for WPF-run training activities and work with subgrantee partners to support their work where relevant. The training coordinator will work to design context-relevant training materials, oversee the translation and adaptation of training materials into local language, as well as pilot training tools developed to refine them further. The Training Coordinator will work to improve the awareness and take-up of WPF-funded training materials by the broader public. The Training Coordinator will also design strategies to gauge both the audiences we are reaching with our training materials as well as estimate the potential impact of this work.

### *Job Responsibilities*

- Work with WPF management to develop training initiatives that help us achieve our mission of poultry production resulting in income generation, improved household nutrition, and women's empowerment to rural small-scale producers
- Identify new training-related funding opportunities related to our mission in Africa
- Work with sub-grantee partners to develop materials that meet their training needs
- Oversee translation, tailoring, and piloting of training materials in new contexts
- Design assessments to understand the effectiveness of WPF training investments
- Manage logistics for any WPF-run training
- Work with subcontractors where relevant to run high-quality training for subgrantees
- Define and track key performance indicators

### *Skills*

- Written communication/report writing
- Oral communication
- Presentation skills
- Fluent in English (French a plus)
- Ability to work well on a team
- Ability to work with people from different cultural backgrounds
- Time Management
- Ability to work independently
- Proficient in Excel, Word, and PowerPoint

### *Qualifications*

- 3-5 years of experience leading training programs or other education-related work
- Relevant experience working in low-resource settings
- Experience working on training programs for adults
- Understanding of the poultry value chain a plus
- Ability to travel up to 60% of time
- Willingness to travel in rural areas
- 3-5 years' experience in working in Africa, with preference for West Africa
- Completion of A Level or high school equivalent education
- University degree in a relevant discipline
- Passionate about positively impacting small scale farmers in rural areas
- Ability to effectively communicate across a wide range of partners (senior management of subgrantee partners, field staff, CEO, Board of Directors, Ministry/Government officials, donors)

### *How to apply*

All interested candidates should send a copy of their CV and a cover letter to [employment@worldpoultryfoundation.org](mailto:employment@worldpoultryfoundation.org). Please include "Training Coordinator" in the subject line.