



**NAMIBIA NATIONAL
FARMERS UNION (NNFU)**

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Terms of Reference (ToR)
for a consultant to train and provide mentorship support to the
beneficiary livestock farmers in the Northern Communal Areas of
Namibia.

August 2022

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1. Introduction

The Namibia National Farmers Union (NNFU) is a constitutionally mandated organisation which is a national federation of regional farmer's unions. It was established in 1992 to serve as a mouthpiece for the Namibian communal and emerging farmers. Fourteen regional farmers Unions are currently affiliated. It is a Section 21, non-profit organisation and its main source of income is generated through donors and the levies imposed on livestock and crop, as approved by the Minister of Agriculture, Water and Land Reform (MAWLR) from time to time. Among others, NNFU objectives include:

- 1) Protect and advance the interests of communal and emerging farmers;
- 2) Promote the development of a viable farming industry in order to:
 - i. Improve rural community's standard of living
 - ii. Enhance rural farming industry's contribution to the national economy

Furthermore, the broader activities of NNFU among others includes:

- a) Increase food production for household food security
- b) Enhance marketing of farming products to increase household incomes
- c) Increase participation and recognition of women and youth in farming
- d) Contribute to environmental protection and sustainable utilization of natural\resources
- e) Information sharing and dissemination

To achieve the above, NNFU makes effort to mobilise resources to provide capacity to communal and emerging farmers.

2. Background

As part of a consortium with Meatco Foundation (MF) and University of Namibia (UNAM), NNFU received funding from European Union (EU) commission on "Support to the Livestock sector in the Northern Communal Areas (NCAs) of Namibia". Under this programme MF, NNFU and UNAM are recipient for a project titled "Livestock Value Chain Development and Climate Change Resilient Action in the Northern Communal Areas of Namibia (LDCR-NCA)". The overall objective of the proposed action is to develop Namibia's NCAs livestock sector

through integration, scaling-up and replicating livestock value chain approach that will explore, strengthen, and operationalise sustainable livestock farming and marketing, entrepreneurship, climate change resilient, and livelihood improvement. The location of the project is in the NCAs covering Kunene, Omusati, Oshana, Ohangwena, Oshikoto, Kavango West, Kavango East and Zambezi region. As part of the project, NNFU seek one or two consultant (s) to implement activities provided below.

Farmers will be trained and supported to improve quality of their livestock which will lead to A, AB & B grades as well as increased livestock weight, particularly cattle. These include good rangeland management practices including fodder production, good animal husbandry and marketing. Demonstration sites in Oshikoto, Kavango West, Kavango East, Kunene, Zambezi and Ohangwena will be established for farmers to produce A, AB & B grades to install confident in NCAs that farmers can produce good quality livestock. As part of the scheme, intensified rangeland training will be conducted such as local level early warning system and carrying capacity concepts and fodder production, as well as grazing plans that allows resting and recovery for perennial grasses. The beneficiaries will be supported with supplements and medicine for their livestock. The interventions will include supporting beneficiaries to access market for their livestock. The selection criteria will include farmers willingness and ability to co-finance the cost of supplement and medicine and willing to follow the programme as per guide by the consultant. Lead Farmers (LFs) will be established.

3. Aim and objectives of the consultancy

The main aim of the assignment is to train and provide mentorship support to the beneficiary farmers on the A, AB & B grades scheme in the Northern Communal Areas (NCAs) of Namibia. Specific objectives of the consultant are:

- 1) To train beneficiary farmers on rangeland and livestock management and marketing.
- 2) To provide mentorship support to the beneficiary farmers on rangeland management, livestock management and marketing.
- 3) To support beneficiary farmers to develop and implement grazing management plans and vaccination/treatment programmes.
- 4) Support fodder production including bush to feed initiative

- 5) To establish demonstration sites in Oshikoto, Kavango West, Kavango East, Kunene, Zambezi and Ohangwena to produce A, AB & B grades.
- 6) To train and mentor quarantines herders on rangeland and livestock management.
- 7) To develop grazing management plans for the quarantine facilities.

4. Specific tasks of the assignment

- i. To start with the consultant (s) will take a lead in the selection of farmers on the A, AB & B scheme. As part of A, AB & B grades initiatives, 250 cattle will be placed on the scheme.
- ii. Selection criteria to encourage and accommodate the participation of women and marginalised group as part of the beneficiaries.
- iii. The selection criteria will include farmers willingness and ability to co-finance the cost of supplement and medicine and willing to follow the programme as per guide by the consultant.
- iv. Conduct baseline to establish information such as stocking rate, carrying capacity, average livestock slaughter weight, income (profitability/loss) etc.
- v. Conduct cluster training on animal husbandry training and support such as bull to cow ratio, fertility diagnosis, pregnancy care and diseases control.
- vi. Conduct intensive training and support on rangeland management including supplement provision programme.
- vii. Facilitate the development and implementation of grazing and management plans for quarantines.
- viii. Facilitate the development and implementation of grazing management plans for the supported grazing areas.
- ix. Establish a demo by planting drought tolerant fodder species at soil erosion rangeland areas in the selected grazing areas.
- x. Establish and support fodder subject projects including provision of hydroponics and establishment of small-scale irrigation.
- xi. Place cattle on the A, AB & B scheme from 5 regions (Zambezi, Kavango East, Kavango West, Oshikoto and Kunene).
- xii. Establish Lead Farmers (LFs) as part of the interventions.

- xiii. Provide rangeland management and husbandry mentorship to the beneficiary farmers.
- xiv. Train and mentor quarantines herders on rangeland and livestock management.
- xv. To develop grazing management plans for the quarantines.
- xvi. Assist beneficiaries regarding the preparation of their livestock for the market including disease surveillance and early detection.
- xvii. Support beneficiaries with marketing of their livestock.
- xviii. Facilitate and conduct workshops on planning and document lesson learnt and good animal husbandry practices.
- xix. Facilitate and conduct field/exchange visits to discuss lesson learnt and best practices.

5. Deliverables

- 5.1 An inception report including the work plan.
- 5.2 Baseline report on information such as stocking rate, carrying capacity, average livestock slaughter weight, income (profitability/loss) etc.
- 5.3 Detail final approach and methodology of trainings, mentorship, establishment of fodder production and grazing management plans.
- 5.4 A list of farmers on the A, AB & B grade scheme
- 5.5 The consultant will be required to compile event reports and quarterly report for the activities conducted.
- 5.6 Tools such as supplementary programme, grazing management plans, financial models, marketing plans, record keeping etc will be required as deliverables.
- 5.7 A consultant is required to conduct a minimum of 4 trainings and 4 mentorship support trips in a year.
- 5.8 Establish 8 hydroponics (Ohangwena and Kunene region but also any other regions in the NCAs).
- 5.9 Established small scale irrigation in Kunene
- 5.10 Consultant (s) is required to conduct two workshops (one for planning and the second one for lesson learnt plus plan for the following year)
- 5.11 Consultant (s) is required to facilitate a minimum of 2 exchange visits in a year.

6. Expected outcomes

The consultancy will be reviewed annually, to which result are expected to contribute to the followings:

- a) Improved stocking rate for the beneficiary farmers on the scheme (reduced stocking rate for the areas/farms that are exceeding their stocking while increased for the ones understocking). Baseline to be conducted at the start of the programme.
- b) Improved cattle quality by increasing live weight. 50% weight increase with A, AB & B grades.
- c) Improved cattle offtake % for the beneficiaries.
- d) Increased percent of number of cattle and small stock sold at the auction.
- e) Improved bull to cow ratio for the beneficiary from 1:40 to 1:30.
- f) Increased fodder production (tonnes per annum).
- g) Increased calving percent.
- h) Reduced beneficiaries' livestock mortality rate (%).
- i) Improved participation of women and marginalised group in livestock (30% women participation and 10% marginalised group).
- j) Reduced soil erosion (%)
- k) Improved carrying capacity.
- l) Improved forest and grass cover, biodiversity and ecosystems.

The consultant with the support of NNFU staff will establish the baseline. An assessment involving beneficiaries will be conducted to establish the baseline.

7. Support and supervision

The Consultant will work under the guidance and supervision of the NNFU Programme Manager. Support and supervision will include:

- 7.1 To provide needed information to the consultant (s) such as boarder project objective and targets.
- 7.2 Administrative support as well as support during field work and workshops (consultant will conduct some unaccompanied trips).
- 7.3 Supervise the consultant on the deadlines, and quality of the deliverables.

8. Timing and duration of the assignment

The programme is for three years with possible extension. However, the consultancy will be yearly with possible renewal depending on the performance as per deliverables and expected outcomes above.

9. Requirements:

- 9.1 The consultant (s) can be a team of two experts or individuals applied through a company or individuals.
- 9.2 Depending on the applications received, NNFU might consider offering the consultancy job to two different consultants. In this case, the tasks will be clearly spelled out for each consultant (s).
- 9.3 Advanced tertiary qualifications (preferably Masters) in rangeland and livestock management is required.
- 9.4 Over ten (10) years of practical experience in rangeland and livestock management.
- 9.5 Being a successful livestock farmer will be an added advantage.
- 9.6 At least 10 years or more of solid consulting and mentorship experience.
- 9.7 Fluent in English, excellent oral and written communication skills, and outstanding interpersonal skills.
- 9.8 Good workshop facilitation skills.

10. Submission Procedures and deadline:

The proposal submitted to the NNFU must include the following in sealed envelopes:

- 10.1 Technical proposal in a separate envelope including approach and methods (for one year).
- 10.2 Company profile and/or consultant CVs. For a company, Good standing certificates from the Ministry of Finance and Social Security Commission are required.
- 10.3 Financial Proposal in a separate envelope.
- 10.4 The 9.1 and 9.2 must be placed in two different envelopes marked with;
 - a) The name of a Consultant (s)/ Organisation (s)
 - b) Title of the proposal
 - c) Date

The proposal must be submitted by hand to the NNFU, No. 4 Axalie Doeseb Street, Windhoek West, before 16h30 on 12 August 2022. Any proposal received after this date and time will not be accepted.

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