



**Terms of Reference: National Trainer (Costa Rica) to implement the *Gender Capacity Strengthening Programme* in Central America**

KIT Royal Tropical Institute has been commissioned by Nespresso to design and implement the *Gender Capacity Strengthening Programme* (GCSP). The overall objective of the GCSP is to strengthen the capacities of Nespresso agronomists in selected countries to become catalyst of gender transformative change. The design and rationale of the GCSP reflects a number of pedagogical principles, namely: content and practice, learner-centred adult education methodologies, blended methods and competency-focused learning. The GCSP is embedded in the Nespresso AAA Sustainable Quality™ Program. As such, the GCSP will contribute towards Nespresso's goal of creating a sustainable supply of the highest quality coffee, while improving the situation of coffee farmers and their communities.

KIT is recruiting a national consultant (NC) to work as a gender co-trainer for GCSP activities in Costa Rica and selected countries in Central America. The consultant will be working closely with KIT trainers who will be leading the roll-out of the GCSP in the region. S/he will contribute to the capacity strengthening of agronomists to facilitate gender transformative change by supporting the implementation of GCSP training modules and co-delivering workshops. S/he will also be responsible for providing technical guidance and oversight to the GCSP in Central America.

*GCSP's Objective*

To strengthen agronomist's gender knowledge and skills in three inter-related *learning domains*:

- *Knowledge of gender transformative change*: increasing agronomists' understanding of social relations and gender in coffee-growing households and women's unequal position relative to men's in coffee value chains.
- *Self-reflection*: agronomists understand their role, as catalysts for change, and own perceptions of and attitudes about gender relations
- *Facilitation Skills*: developing skills to catalyse more equitable intra-household relations and dynamics among women and men coffee farmers while facilitating women's empowerment.

*NC's Main Responsibilities*

The Gender Capacity Strengthening Program has seven phases to be implemented from 2019 to 2020. The consultant will have responsibilities from phase 2 to 6 as follows:

**Phase 2 (2019)**

- Contribute to the contextualization of GCSP and participate in pilot phase (to be conducted in a country in Latin America to be decided), in close coordination with KIT trainers.
- Support KIT trainers with revisions to pilot and prepare for phase 3.



**Phase 3 (2019)**

- Closely work with KIT trainers in preparation and co-deliver a ToT in a Latin American country (t.b.d.).
- Support KIT trainers with revisions of phase 3 and work closely with KIT regional representative in preparations for phase 4.

**Phase 4 (2019)**

- In coordination with KIT regional representative prepare and co-deliver workshops for Nespresso AAA agronomists in Costa Rica and/or Colombia.
- Support KIT trainers with revisions for phase 4 and work closely with KIT regional representative in preparations for phase 5.

**Phase 5 (2019-2020):**

- Provide virtual support, guidance and mentoring to agronomist in Central American countries.
- Conduct at least 2 field visits to agronomists in selected countries in Central America to provide support and mentoring in the field.
- Coordinate and report to KIT regional representative on preparations and implementation of phase 5.

**Phase 6 (2020):**

- Closely work with KIT trainers in preparation and co-deliver of final workshops in Costa Rica and Colombia.
- Support KIT trainers with final evaluation and report of overall assignment.

*NC's Qualifications*

- Must be based in Costa Rica.
- Hold a degree in gender studies, sociology, anthropology, economics, agriculture or another relevant field.
- Proven experience in adult training and facilitation skills.
- Have at least 10 years of experience in gender equality and agriculture, international development or a related field.
- Experience working in gender sensitization, behavioral change and familiarity with/understanding of GTA is a benefit.
- Excellent (working level) speaking and writing skills in English and Spanish required.
- Able to travel inside and outside Costa Rica.

*Time frame*

The dates of the assignment are to be determined. However, the NC is expected to start the assignment from February 2019. The project will tentatively end April 2020. A total of 71 days will be given to the assignment to implement the various activities from phase 2 to 6 throughout 2019 and 2020.



**KIT** Royal  
Tropical  
Institute

Application submission details

Applications should be sent via email addressed to:

Sandra Quintero ([s.quintero@kit.nl](mailto:s.quintero@kit.nl)) and Yngve Braaten [y.braaten@kit.nl](mailto:y.braaten@kit.nl)

If you have any questions regarding this ToR please contact Sandra Quintero.

**Applications should be received by 5PM CET, January 20th, 2019.**