The World Wide Fund for Nature (WWF) Cameroon is recruiting a Consultant for the development and implementation of a capacity-building plan for a palm oil producers' cooperative in the Lokoundje Commune.

Want to make a positive difference to the future of people and our one shared home the Earth? Working with WWF could be the opportunity of a lifetime:

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. Nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do:

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to businesses and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainably.

We are recruiting a Consultant for the development and implementation of a capacity-building plan for a palm oil producers' cooperative in the Lokoundje Commune.

1. Context and justification

Thanks to its location, Cameroon has many biophysical assets favorable to agriculture, making it the breadbasket of Central Africa. Forests cover an area of around 22 million hectares, and the country's rich and abundant biodiversity ranks it second in the Congo Basin (SND30). Agriculture is the mainstay of Cameroon's economy. It is based on both food crops and cash crops, including oil palm, which is also one of the priority sectors according to the SDSR 2020-2030. The country currently produces 450,000 tonnes of palm oil, ranking 3rd in Africa and 12th in the world. Based on the objectives set out in this strategy, Cameroon aims to increase its production to 800,000 tonnes by 2030, and thus overcome the palm oil deficit that affects its trade balance every year. To achieve this ambition, the government is counting on both agro-industries and non-industrial operators.

The government's strategy places particular emphasis on the last category of players because of the potential of the palm oil industry to create jobs and combat poverty, as well as the forest areas they occupy. The aforementioned ambition to increase production will undoubtedly lead to an increase in the number of small-scale producers and/or an extension of the area under cultivation, and thus to an amplification of the environmental and social problems associated with their activities: deforestation, degradation, child labour, gender inequality, pollution of watercourses, etc. These problems are likely to compromise the competitiveness of the sector.
These problems are likely to compromise the achievement of the government's socio-economic objectives as well as its international commitments in terms of climate, biodiversity, child protection, etc. (Paris Agreement, CBD, ILO Conventions 138 and 182, etc.).

The above situation applies to all palm oil production areas in general and to the department of Sanaga-Maritime, the main palm oil production basin, in particular. This department covers 9,311 km² of rainforest with monomodal rainfall, with average annual rainfall of between 2,500 and 4,000 mm. In this basin, palm oil is the main source of income for the local population, both for small-scale producers and for those involved in industrial activities in this sector. There are five (05) industrial plantations with modern oil mills employing 10,303 people. To reverse this situation, on 02 March 2023 in the locality, the WWF launched the project “Capacity building for small-scale producers and support for sustainability in the palm oil sector in Cameroon”.

2. Problematic

An analysis of constraints in the palm oil sector reveals difficulties of a technical, economic, institutional, regulatory, social and environmental nature. Technical and economic constraints include difficulties in accessing production factors (land, capital and labour), lack of mastery of technical itineraries, difficulties in accessing markets and market infrastructure, and difficulties in accessing production equipment and infrastructure. For small producers, there are difficulties in organizing the players. Producers organized into cooperatives could pool their efforts, energies and resources in order to minimize transaction costs and increase their bargaining power and income. Pooling would also make it possible to build up minimum stocks to mobilize buyers, and to create guarantees that would give access to credit and other financial services.

WWF wants to facilitate the creation of palm oil value chain cooperatives and give these organizations the means to act as businessmen and women in the sustainable palm oil supply chain. This involves building the technical, organizational and managerial capacities of the members of these cooperatives. WWF also wants to strengthen relations between small producers organized in cooperatives and agro-industries. The relationship between the cooperative and the agro-industries would enable the mills to operate at full capacity and increase their margins, and the small producers to add value to their products by benefiting from multi-faceted support, advantageous purchase prices for fresh bunches and the performance of the agro-industries' modern oil mills.

3. Objectives of the service

- **Overall objective**

The overall objective of this service is to strengthen the technical, organizational and managerial capacities of the members of these cooperatives in order to achieve the objectives.
of the project.

- **Specific objectives**

Specifically, this involves:

- On the basis of the diagnosis of two groups of producers already identified, draw up a capacity-building plan for two cooperatives;
- Develop the training modules in accordance with the proposed capacity-building plan and the capacity-building indicators;
- Implement the capacity-building plan;
- Draw up a plan for monitoring and evaluating the capacity of the two cooperatives.

4. **Expected results**

- **The capacity-building plan is drawn up**: it should include the general skills to be developed, the knowledge required, the technical or methodological tools, the possible teaching activities to be set up, the time required for learning, the supporting teaching materials and the means of checking that the skills have been effectively acquired.
- **The interactive training modules are developed**: they will take into account the priority skills to be developed in the light of the diagnosis carried out and the project objectives.
- **The interactive training is implemented**: the training will have to be implemented interactively not only with discussion sessions but with appropriate tools that facilitate appropriation by the farmers.
- **The monitoring and evaluation plan**: the service provider will firstly formulate the organizational strengthening indicators to ensure that the various elements linked to the diagnosis are properly addressed and that the people diagnosed fully understand the capacities assessed. It will also include mechanisms for evaluating participants and trainers.

5. **Methodological approach**

After publication of the advert, candidates will submit a technical and financial proposal. Candidates will be evaluated on their proposals. The selected candidate will hold a methodological scoping meeting to clarify the objectives and progress of the service. He will then submit an inception report and the detailed methodology for carrying out the service. Finally, he will submit other deliverables as the service progresses. In its technical proposal, the service provider will propose the maximum time required (in HJ) to achieve each objective of the service. In its financial proposal, it will submit a payment plan for completion of the service. However, it will be paid on the basis of the days actually used. A time-sheet will be submitted for this purpose in advance and attached to each stage of the project.
6. Delivrables

<table>
<thead>
<tr>
<th>Delivrable 1</th>
<th>Inception report and capacity building plan</th>
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<tbody>
<tr>
<td>Delivrable 2</td>
<td>Interactive training modules + appendices</td>
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<tr>
<td>Delivrable 3</td>
<td>Training implementation report</td>
</tr>
<tr>
<td>Delivrable 4</td>
<td>Monitoring and evaluation plan + annexes</td>
</tr>
</tbody>
</table>

7. Tender evaluation criteria

Admissible proposals will be evaluated on the basis of full and open competition, in strict compliance with the combined score method. The technical proposal will count for 100 points and be weighted at 40%, combined with the price offer, which will also count for 100 points and be weighted at 30%. Finally, the interview will count for 100 points and will be weighted at 30%. The technical proposal includes: the composition and profile of the team members (40 points), the methodological approach (40 points) and the timetable for carrying out the work (20 points). The financial proposal includes the time required (in HJ) corresponding to the maximum time required to achieve each objective of the service.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Mark</th>
<th>Weighted Score (= Score x Coef)</th>
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<tbody>
<tr>
<td><strong>Technical proposal (Coef : 40%)</strong></td>
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<tr>
<td>Profile and composition of the team</td>
<td>40</td>
<td>16</td>
</tr>
<tr>
<td>Methodological approach</td>
<td>40</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>20</td>
<td>8</td>
</tr>
<tr>
<td><strong>Total marks for technical proposal</strong></td>
<td>100</td>
<td>40</td>
</tr>
<tr>
<td><strong>Financial proposal (Coef : 30%)</strong></td>
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<tr>
<td>Budget (Proposed payment plan)</td>
<td>100</td>
<td>30</td>
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<tr>
<td><strong>Interview (Coef : 30%)</strong></td>
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<tr>
<td>Assessment of ability to perform the service</td>
<td>100</td>
<td>30</td>
</tr>
<tr>
<td><strong>Total marks</strong></td>
<td>300</td>
<td>100</td>
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8. Budget

Based on the service implementation plan, each candidate will propose the maximum amount corresponding to the maximum time (in HJ) that will be required to implement the service. This budget will only be paid on the basis of the days actually used to carry out the service.

9. Consultant profile

- Individual or legal entity/consultant team with sufficient skills to carry out the service
- At least 10 years' experience in diagnosing farmers' organizations
- At least 10 years' experience in supporting farmers' organizations or producer groups
- At least 10 years' experience in organizing interactive training sessions with farmers
- Good knowledge of the OHADA uniform act relating to the law on cooperative societies
- Proven experience in developing interactive training modules
- Experience in the palm oil sector
- Experience of the project implementation area
- Good knowledge of the RSPO criteria and their interpretation at national level
- Good communication skills
- Good command of French and/or the local language in Elogbatindi in Lokoundjé
- Fluency in English would be an asset.

How to apply
Interested candidates should send their complete applications in english or french by e-mail to recruit-cam@wwfcam.org. Please indicate in the subject line « Coopérative huile de palme _commune Lokoundje ».

Application deadline: 14 April 2024.