



TERMS OF REFERENCE

FINANCIAL LITERACY AND GROUP DYNAMICS TRAINING FOR SELECTED WILDLIFE SCOUTS AND BEEKEEPERS IN KIRYANDONGO AND OYAM DISTRICTS

1. Background and Context

Wildlife Conservation Society (WCS) is currently implementing a project titled “strengthening anti-poaching techniques and countering wildlife trafficking in Uganda” funded by the Illegal Wildlife Trade Challenge Fund (IWT) of the United Kingdom. In this project, WCS aims to support community wildlife scouts and park adjacent communities to mitigate human wildlife conflict as well as develop and enhance income-generating activities to improve community livelihoods.

Uganda Wildlife Authority, which manages Murchison Falls Conservation Area (MFCA), including Karuma Wildlife Reserve (KWR) has for long supported park adjacent communities with various income generation projects to reduce dependence on the protected areas and create community incentives to support wildlife conservation. Beekeeping is one of the most prominent enterprises promoted by park management authorities, NGOs and the local governments overlapping KWR.

These efforts, however, have faced several challenges to the effect that businesses fail a short while after their initiation. One of the factors contributing to the low success rate of community enterprises is lack of business management skills. Nonetheless, beekeeping remains a highly favored, wildlife-friendly enterprise among park authorities, bee experts and NGOs owing to the value and importance attached to its products. Due to the low upfront costs associated with beekeeping, communities are eager to adopt this enterprise.

2. Purpose

In order to mitigate the challenges and risks associated with start-up community enterprises, WCS is planning to conduct a five-day training in group dynamics and basic business management for selected beekeeping groups and community wildlife scout associations around Karuma Wildlife Reserve. The training is aimed at enhancing business skills, financial literacy and cooperation among the target groups

3. Scope of Work

The local consultant will be responsible for conducting the training as described in section 2. Specifically, the consultant will cover the following modules:

- i. Groups dynamics, the importance of belonging to a groups and qualities of a good group etc.
- ii. Concepts of savings, emergency, loans, Interest, fines and their benefits
- iii. Advantages of multiple income generating activities
- iv. How to operate saving groups, including a) running a BSG savings meeting b) the BSG leadership roles and elections and c) constitution development
- v. How to save, loan, and share out and the associated records for each transaction
- vi. Enterprise selection
- vii. Record keeping for different types of businesses

4. Deliverables

- a) A training report detailing the modules covered and an assessment of levels of comprehension of the topics.

5. Duration

The consultant is expected to spend a maximum of 7 days including preparation of training materials and report writing.

6. Qualifications

A bachelor's degree in a relevant field and at least 7 years of working experience in community development, enterprise development, business appraisal, entrepreneurship, facilitating community meetings and familiar with integrated conservation and development programs.

7. Financial proposal

The applicant should submit a financial proposal for this work. Except for the consultant's transport, the financial proposal should exclude field-related expenses such as transport expenses for the participants, venue hire, meals, and accommodation. WCS will cater for these expenses separately, in conformity with its internal policies.

8. How to Apply:

Interested persons can send their proposals and one page resume to Email: wcsuganda@wcs.org and copy to gmwedde@wcs.org by Tuesday 10th March 2020. The email subject should be "KWR Business Skills Consultancy."