

REQUEST FOR PROPOSALS MODULE DEVELOPMENT CONSULTANT (CENTRE FOR AFRICAN LEADERS IN AGRICULTURE, AMI, 2021)

Background

Founded in 2014, the African Management Institute (AMI) is a social enterprise that leverages technology to enable ambitious businesses across Africa to thrive through practical tools and training. AMI uses an innovative blend of web and mobile content, in-person workshops and practical hands-on application to provide Leadership, Management and entrepreneurship training programs in Africa. We have directly trained over 20,000 SMEs in 15 African countries and have worked with partners including DFID, USAID, Rockefeller Foundation MasterCard Foundation, Shell Foundation, Uber, KCB, Equity Bank, Nigeria's Bank of Industry, Stanbic and Kiva.

Owing to the critical role of leadership to the delivery of agriculture transformation in Africa, the [Alliance for a Green Revolution in Africa](#) (AGRA), with support from the German Development Cooperation through KfW Development Bank, and in partnership with the [African Management Institute](#) (AMI) and [USAID's Policy LINK](#), have launched the [Centre for African Leaders in Agriculture](#) (CALA). CALA supports sector leaders delivering top national priorities in African agriculture and nutrition security across the continent. CALA's learning programmes fuse the partnership's deep experience in African leadership and agriculture transformation to provide hands-on implementation support for African leaders in the agriculture sector.

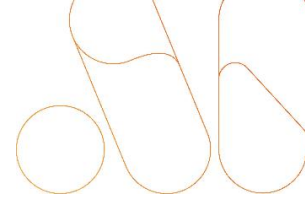
The CALA Advanced Leadership Programme

Below is a summary of the programme

<https://cala.agra.org/programme/cala-advanced-leadership-programme/>

CALA will initially offer a **16-month Collaborative Leadership Programme for Food Security and Sustainability**. It is aimed at established and emerging leaders spearheading priority country-level agriculture strategies. The programme's core focus will be on supporting leaders in government, the private sector, and civil society across eight countries (Kenya, Tanzania, Uganda, Rwanda, Ethiopia, Nigeria, Ghana and Malawi) with the practical skills to navigate, coordinate and better implement solutions to national agriculture challenges. The programme will also focus on highlighting the application of agroecological practices, which are increasingly being recognized as contributing to sustainable farming and food production, and resilient food systems in the face of increasing climate change impacts. CALA includes in-country coaching, continuous modular digital learning series, the attendance of four leadership forums per learning journey, and the African Green Revolution Forum.

CALA plans to deliver a unique curriculum centred on Leadership development for the agriculture sector, case studies of "game changers" in Agriculture and a blend of management skills for delivery. The Centre's blended learning approach is anchored is focused on practical, hands-on leadership support and development. For appropriate structure and consistency of learning, the program team will develop virtual learning modules. These are not academic or theoretical but



interactive, flexible sessions informed by participant demand to hone leadership skills enabling better implementation practices.

CALA's curriculum content has three main pillars:

1. *Adaptive leadership skills training* on 'practical sustainability considerations', leading and managing change, leading in crisis, enabling others to perform, communication and collaboration skills, inter-cultural management, conflict management and public speaking.
2. *Case studies on thematic agriculture 'game change'* on prioritizing investment in agriculture, Leadership for Agroecology, climate change adaptation and resilience looking at Kakamega Forest land management program, collaborative leadership transforming food systems looking at SMEs in Tanzania and Malawi
3. *Management skills for delivery* highlighting skills such as contract management, M&E systems, collaborative proposal development etc.

The module on Practical Sustainability Considerations For Agriculture Sector Leaders

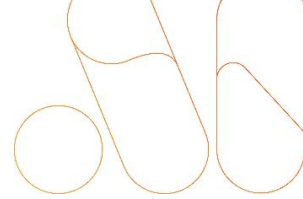
As part of the adaptive leadership skills training, CALA will have a module focused on sustainability, titled "Practical sustainability considerations for agriculture sector leaders". It will profile agroecological principles that are increasingly being recognized as contributing to sustainable farming and food production and resilient food systems in the face of increasing climate change and environmental degradation impacts. The module will integrate three topics:

1. Climate Change
2. Agroecology
3. Natural Resource Management

The Scope

AMI is seeking to engage a Consultant (Individual or Institutional) to manage the preparation and training of the "Practical Sustainability Considerations for Agriculture Sector Leaders" module, as outlined above. It will provide practical examples of program-based interventions and draw out the CALA programme theme: Collaborative Leadership for Sustainability and Food security. The Consultant will lead the development of the detailed module content to an agreed format, ensuring the module's seamless fit into the broader CALA curriculum working closely with AMI and leading on the virtual training for this module in line with the program architecture. This consultancy is aimed at enabling sector leaders to translate sustainability principles into programs by showcasing practical applications of sustainability practices. It is also aimed at highlighting AGRA's work and commitments to Environmental Sustainability in Agriculture. The scope of work is as follows:

1. **Content Analysis:** together with AMI, outline relevant content, practical examples of applied sustainability principles across the three topics: (a) Climate Change (b) Agroecology and (c) Natural Resource Management suitable to Agriculture sector leaders across the public, private and CSO sectors
2. Collaborate with the AMI content team to create a virtual course:
 1. **Review a storyboard for the module in line with CALA program architecture** and all course text, interactions, assessments, videos, and images.



2. **Content creation:** Liaise with AMI and ensure content is practical and relevant to the CALA cohort of executives and rising stars.
3. **Lead on the webinar delivery component of the module:** This will include the design of a 90 min virtual session, or “webinar” to accompany the online content.
4. **Deliver and administer a pilot:** Test the e-learning course and the facilitated delivery of one training session (or “webinar”).

Specifically, the Consultant will work in collaboration with AMI on the following:

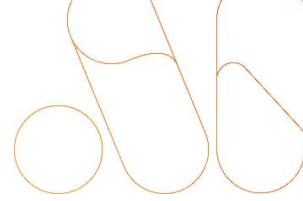
Deliverables:

Activity	Deliverable
Consultant develops draft work plan with timelines following an inception meeting	1. An inception report outlining plan for collaborative module development spanning 4 months (June – October 2021)
Storyboarding of the module content.	2. Draft storyboard with agreed practical examples and assessments, working with AMI.
Creation of content /detailing module content	3. An outline of the e-Learning module incorporating the three topics, highlighting practical program-based interventions utilizing these sustainability areas
Finalize the module entitled “Practical Sustainability Considerations for Agriculture Sector Leaders”	4. Deliver the complete online module on an online drive, cloud
Pilot test and prepare the final e-learning module, ensuring it is ready for launch	5. Deliver one training session to an internal AMI audience.
Facilitate the online learning of this module for the cohort of 80 participants in a schedule agreed by with AMI	6. Virtual training sessions delivered, and reports submitted (number to be determined in line with program outline)

Qualifications, Skills and Experience:

The Consultant [institution] will be expected to have the following profile:

- Masters or PhD lead in Environmental Sustainability in Agriculture or related area
- Proven experience specifically in module development and virtual training for leaders/ executives, with the ability to draw out practical examples
- 5+years’ experience working in the agriculture sector in Africa
- Experience coordinating partners in curriculum development



- Deep networks in the African Environmental Sustainability space including knowledge leaders, policymakers, public and private sector project implementers
- Knowledge and experience of leadership development and training in Africa desirable

Duration:

The assignment will be carried out between June 2021 – October 15th, 2021.

Evaluation Criteria:

1. Qualifications (20%)
2. Relevant academic qualifications
3. Experience of the Consultant (50%)
4. Meet requirements as outlined under competencies
5. Detailed reference list indicating the scope and magnitude of similar assignments carried out
6. Consultant's methodology, work plan and understanding of the assignment (30%)

NB: Only the candidate with the best technical proposal equal or above 75% shall be considered for financial negotiations

Application Submission Requirements:

1. Technical Proposal
2. Detailed Curriculum Vitae
3. Detailed reference list indicating the scope and magnitude of similar assignments
4. Demonstrate possession of qualification and experience required
5. Provide methodology, work plan and understanding of the assignment
6. Case studies
7. Include two samples of environmental sustainability module content delivered to sector leaders previously done and like what is proposed herein

Application procedure

- Potential candidates should send their submissions via email to jobs@africanmanagers.org
- Proposals will be reviewed on a rolling basis until a successful candidate/group is selected.