

Terms of Reference for a Professionalisation Consultant at GFRAS Global Secretariat Part-time position (50%)

The Global Forum for Rural Advisory Services or GFRAS (www.g-fras.org) is an international association enhancing the performance of advisory services so that they can better serve farm families and rural producers, thus contributing to sustainable development and improved livelihoods worldwide. Its mission is to provide capacity building, advocacy and leadership on pluralistic and demand-driven rural advisory services (RAS) for sustainable development. GFRAS plays a catalytic role, promoting and stimulating interactions between RAS policy stakeholders at global regional and national levels. This space allows regional actors to present their perspectives in global development forums and processes. It also supports the development, exchange, and diffusion of tried and tested RAS approaches, tools, and policies and stimulates institutional and individual capacity development. The GFRAS Global Secretariat, led by the Executive Secretary, is responsible for the implementation of the GFRAS Strategy and Joint Operational Plan (JOP), and work plans under the guidance of the Board. The Swiss Association for the Development of Agriculture and Rural Areas (AGRIDEA) hosts the GFRAS Global Secretariat.

GFRAS Global Secretariat is recruiting a Professionalisation Consultant (PC) to lead and further expand GFRAS' capacity building activities, at individual, institutional and systems level.

Position: 50 % (21 hours a week) Professionalisation Consultant (remuneration will be negotiated)
Type of contract: Consultancy
Starting date: January 2023
Duration: Two years (2023 – 2024)
Location: Home-based work with frequent travels¹

PROFESSIONALISATION CONSULTANT

The consultant will have a major role in implementing the Joint Operational Plan 2021–2025, especially the focus area on professionalisation within the global RAS community. The consultant will be an integral part of the Global Secretariat and work under the guidance of the Executive Secretary. Work will be carried out in close collaboration with the Global Secretariat, the Regional and Subregional Networks, the Country Fora and relevant partners within the GFRAS community. The PC is responsible for the following broad tasks.

Key Responsibilities:

Professionalisation

1. Develop and lead the implementation of a strategy for human and institutional capacity building of the global agriculture extension and rural advisory community;
2. Support ongoing projects and activities within the GFRAS community regarding human capacity and professionalisation;
3. As part of the Global Secretariat team, support the synthesis and development of ideas for improving the effectiveness of RAS, in particular regarding capacity strengthening and professionalisation;

¹ GFRAS operates a virtual global secretariat. The selected consultant will work online from home.

4. Lead and assist regional and national RAS networks in establishing standards for competences of RAS providers;
5. Design and backstop training and learning events within the GFRAS Community (on request);
6. Assist in ensuring that GFRAS meets the deliverables on professionalisation in the JOP;
7. Coordinate and ensure monitoring of GFRAS' professionalisation activities on global, regional, national levels;
8. Represent GFRAS in different fora, seminars, and conferences.

Driving the further development and rolling out of the NELK

9. Lead the continuous improvement and expansion of the New Extensionist Learning Kit or NELK learning modules to be available and operational in English, Spanish and French;
10. Lead the promotion and Customisation of NELK (on request) to suit different contexts;
11. Seek funding opportunities for having the NELK translated into other major UN languages such as Russian and Arabic;
12. Collaborate with FAO in seeking opportunities to integrate the NELK learning platform into FAO's [elearning Academy](#);
13. Collaborate with other institutions of higher learning in seeking opportunities to integrate the NELK in curricula.

Candidate Profile:

Candidates will be assessed against the following minimum requirements:

- Advanced university degree preferably in agricultural or social sciences;
- Demonstrated technical understanding of and practical experiences in professionalisation of RAS to enhance its role in agricultural innovation and sustainable development;
- Ten years of relevant experience in individuals, organisations and institutional capacity building, managing local and regional networks or multidisciplinary teams in participatory and inclusive ways;
- Knowledge about the NELK learning concept is crucial;
- Experience with the use of virtual collaborative platforms for trainings, webinars and engagements;
- Demonstrated understanding and alignment with GFRAS vision, mission and principles;
- Experience with advocacy and good negotiation skills;
- Critical, innovative and solution-oriented thinking;
- High flexibility and adaptability;
- Excellent cross-cultural skills;
- Work experience in more than one region of the world;
- Experience in partnership development and financial resource mobilization;
- Excellent written and oral communication in English;
- Knowledge of other languages such as French, Spanish, Russian or German would be desirable;
- Ability to work from home with a stable internet connection;
- Flexibility and capacity to travel worldwide (up to 20% of working time).

We expect a highly motivated person with an open and generous personality. The function needs a charismatic, authentic person that naturally engages, empowers and motivates others.

Applicants should send an up-to-date CV of no more than three pages, and a one-page letter of motivation including copies of the highest diploma/degree, training certificates related to the position, names and email addresses of three professional referees to Dr. Carl Larsen by email at carl.larsen@g-fras.org no later than November 6, 2022, at 17:00 CET. Please indicate in the subject of the email the title "Application - Professionalisation Consultant".