



# Terms of Reference

## Cotton Value Chain Expert

**Mozambique, December 2020**

### **Background**

CARE International is a leading global humanitarian and development organization, working across 70+ countries to save lives, defeat poverty, and achieve social justice. We put gender equality at the heart of what we do, which has resulted in a central focus on Women's Economic Empowerment (WEE) programming— working with women in agricultural value chains, dignified work, financial inclusion, and entrepreneurship. CARE International UK hosts the team that drives CARE's global WEE strategy. They work closely with CARE's country offices, on programming, strategy, and learning.

### **Context**

CARE International UK is working with various CARE country offices, to implement the Work and Opportunities for Women (WOW) Programme, which partners with the private sector and private sector initiatives to drive WEE in global supply chains. One such partner is the Better Cotton Initiative (BCI) - a global cotton certification body, who is seeking to increase recognition of female cotton farmers that supply sustainable cotton for global companies.

The WOW programme is working with BCI to address two challenges for women farmers and workers:

1. Only a small percentage of BCI's registered Farmers or Co-Farmers<sup>1</sup> are women – without being registered, there are limitations to the support that women can access (Co-farmer status gives women the opportunity to get shared farmer status with their husbands); and
2. Only a small number of women have access to and can benefit from BCI training (including for example on the BCI cotton sustainability standards) limiting their potential to improve.

The WOW programme is working on this with BCI in two contexts – Pakistan and Mozambique. Work has already started in Pakistan, where a scoping study has just been completed. Off the back of the study, a pilot programme of interventions are now being designed. The partnership is now ready to commence work in Mozambique, where a similar process will commence.

### ***Mozambique Programming***

There are three phases to the Mozambique programming, all of which will be implemented in partnership with BCI's national partner organisations, to reach female farmers in two provinces of Mozambique: Niassa (north west) and Nampula (north east):

Phase 1	Understand the challenges that women in Niassa and Nampula involved in the cotton supply chain face, via a scoping study. The research tools used for the afore mentioned scoping study in Pakistan will be adapted for the scoping study in Mozambique to support its efficiency and leverage lessons learned.	January – March 2021
Phase 2	Adapt the programme design to suit the Mozambique context in line with findings and recommendations from the scoping study. Again, where the interventions are currently being designed in Pakistan, an intensive design process will not be needed, but there will be an important step in adapting the design to be relevant to the Mozambique context, as per the scoping study findings.	April 2021
Phase 3	Implement a pilot programme from which we can extract lessons around potential for impact, prior to scaling in additional BCI geographies and contexts. Part of the pilot programme will be building the capacity of the BCI implementing partners to be better able to support female farmers in the value chain.	May 2021 onwards

**We are looking to engage a seasoned Cotton Value Chain Expert, with experience working with cotton farmers in Mozambique - particularly women - who can be a focal technical person for this programme. This TOR is for Phase 1 only (see above), with subsequent TORs for the following phases.**

### Required Experience

The ideal candidate should have the following experience:

- ✦ At least 5 years working experience with communities of cotton farmers in Mozambique;
- ✦ Demonstrated track record in research and report writing in the cotton value chain and families involved in cotton farming;
- ✦ Proven understanding of the barriers cotton farmers (and particularly female cotton farmers) face;
- ✦ An understanding of the gender issues, norms and gender stereotypes related to cotton farming; and
- ✦ An understanding of the pitfalls and strengths of various models and approaches used within the cotton value chain (e.g.: capacity building, trainings etc.), and what context specific strategies could be used to improve those models so as to ensure female cotton farmers can benefit.

### Functional Competencies

The functional competencies are listed below. The preference for each of these, is experience in the cotton value chain in particular:

- ✦ Understanding of and/or background in Mozambique's cotton value chain sector and knowledge of global best practices in cotton;
- ✦ Proven ability to engage with agricultural farming communities in Mozambique. Experience working with organisations supporting cotton farmers will be an added advantage;

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- ✦ Understanding of challenges Mozambique's agricultural farmers (and particularly female farmers) face in accessing better opportunities, visibility and trainings;
- ✦ Analytical and problem-solving skills, including the ability to formulate recommendations and advise the CARE team and senior leadership, in turn informing development of relevant training models;
- ✦ Ability to convey complex technical ideas to a non-technical audience;
- ✦ Excellent organizational, presentation, communication and meeting facilitation skills;
- ✦ Understanding of how provision of appropriate trainings can fit within a holistic package of services to assist farmers (particularly female farmers) to enhance their skills to improve crop quality; and ✦ Demonstrated ability to work independently and with remote teams.

### Corporate Competencies

The Cotton Value Chain Expert should be able to demonstrate:

- ✦ Well-developed interpersonal skills, including excellent networking skills to build and maintain professional relationships and community engagement. This will include communicating with national and international counterparts, and project participants;
- ✦ Project management skills with good attention to detail;
- ✦ Strong analytical, reporting and writing skills; and
- ✦ A pro-active, constructive attitude and receptive to feedback.

### Language Requirements

Fluency in English and Portuguese is mandatory.

### Key Responsibilities

The key responsibilities of the Cotton Value Chain Expert will include the following:

- ✦ Liaise with the Cotton Value Chain Expert, MEAL Lead and Gender Lead at CARE Pakistan to understand the methodology, tools, and limitations of the Pakistan Scoping Study and factor lessons learned into the Mozambique Scoping Study design;
- ✦ Submit work plan with timelines after discussing specific tasks and responsibilities;
- ✦ Finalise the design of the Scoping Study in close coordination with BCI Mozambique and the project's Gender Expert (also being recruited);
- ✦ Provide BCI Mozambique with any required details of the study, to facilitate securing any required permissions/approvals to conduct the scoping study (where needed);
- ✦ Closely coordinate with the Gender Expert, BCI Mozambique, and the BCI Implementing Partners to deliver the scoping study (either virtually and/or in person, depending on the situation in light of COVID-19 and restrictions in place) – to involve the sourcing and training of enumerators; meeting with relevant implementing partners, cotton farmers and their families; overseeing the data collection process;
- ✦ Analysing the data and co-presenting the findings (virtually) to CARE and BCI with the Gender Expert; and
- ✦ Writing up a final Scoping Study Report, including recommendations on how the pilot design should be adapted for the Mozambique context so as to achieve the WOW BCI Partnership objectives.

### Deliverables

The deliverables for the Cotton Value Chain Expert will be as follows:

- ✦ Submission of a workplan including timings following an initial briefing;

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- ✦ Oversee the data collection process for the scoping study – submission of the scoping study research tools;
- ✦ Virtual presentation of initial data analysis and findings to CARE and BCI; and ✦ Submission of a research report and recommendations.

Please note: All deliverables are to be finalised after feedback and approval from CARE.

### Qualifications

- ✦ Master's degree in Agriculture with a specialisation in cotton farming or relevant degree.
- ✦ Ability to work (in person and virtually) with people of different languages and cultural backgrounds.
- ✦ Strong computer skills in the areas of spreadsheets, word processing, database management, and statistical analysis software.
- ✦ Excellent written and spoken English for report writing and presentation of findings.

**DISCLAIMER:** CARE International is an equal opportunity employer. Female candidates are encouraged to apply for the position. CARE reserves the right to reject any or all applications, without assigning any reason.