

Request for Proposal

Consultant Training of Tepu community in sustainable harvesting of fish

Conservation International Suriname (CI Suriname) is looking for a consultant to provide a training in “Sustainable harvesting of ornamental fish” for a period of 5,5 months.

CI-Suriname is in the process of starting a sustainable livelihood project in the Trio village of Tepu. This project consists of the setup of an ornamental fisheries enterprise which will help to generate more income for the community. The objective of this consultancy is to strengthen the community in sustainable harvesting of ornamental fishes and to improve the survival rate of fishes that will be exported.

Timeline & Deliverables

No.	Services	Deliverables	Acceptance Criteria	Due dates
1.	Prepare workplan	Workplan	The workplan must contain the following: a) Timeline b) A training plan/program with clearly defined objectives and day to day activities c) A final design for the Certificates of Completion d) A training methodology e) Key Performance Indicators	25 Jan, 2023
2.	Prepare Sustainable Harvesting of Ornamental fish manual	Sustainable Harvesting of Ornamental fish Training manual	The training manuals must contain the following, but not limited to: a) Day-to-day training program b) The different subjects of the training (with illustrations)	9 Feb, 2023
3.	Provide Sustainable Harvesting of Ornamental fish Training	Proof of training: Pictures and attendance lists Short technical report	Pictures and attendance lists Short technical report on topics trained: 1. How to photograph ornamental fish 2. Harvesting and nurturing of Ornamental Fish <i>Field Trip: Scheduled for March 2023</i> <i>Duration of training in Tepu: 3 days river and 3 days community</i>	9 May, 2023

4	Prepare final report of training sessions	Final report	<p>The final report must contain the following:</p> <ul style="list-style-type: none"> a) A summary of the subjects of the trainings b) The training reports c) Participant list, pictures of the training sessions, recordings (if available) d) A list of subjects where trained persons need improvement e) Monitoring of the Key Performance Indicator f) The next steps and recommendations for improvement 	1 Jun, 2023
5	Provide Guidance to TWTIS Team (Capacity Development for TWTIS Team)	Evaluation Report (Monthly e-mail report on meeting highlights)	<p>Evaluation Report must contain: The final report must contain the following:</p> <p>Building Fish Tank Facility Business Agreement with the buyer</p> <ul style="list-style-type: none"> • Recap monthly meeting highlights • Reflect on growth on TWTIS team • Areas of improvements • Recommendations for the TWTIS team which skills to improve when implementing Ornamental Fisheries projects • Create a SWOT for the remaining implementation phase 	1 Jun, 2023

1. Required Skills and Experience

The consultancy will be conducted by an independent consultant with the requisite skill set to conduct his/her mission. Specifically, the consultant is expected to have the following expertise:

- A bachelor's degree or higher in Agricultural Science (Aquaculture) and/or Business Management and/or Infrastructure.
- Five years' work experience in tropical fish trade and business.
- Knowledge of (ornamental) fish that live in the source rivers of South-East Suriname/ Tapanahonyriver
- Good communication skills.
- Highly organized and able to multitask and prioritize tasks.
- Flexible and adaptable to changing work environments.
- Experience to work with Indigenous organizations/ communities is a pre.
- Excellent Dutch and English proficiency, both in speaking and writing.
- Excellent knowledge of Sranan Tongo

2. Evaluation and Selection Criteria

- Overall quality of CV and Cover Letter – 3 pts
- Education Requirement - 3 pts
- Work Experience Requirement- 3 pts
- Experience with similar projects- 3 pts
- Understanding of the challenges and cultural background of Indigenous communities - 3 pts
- Experience in effectively training groups of people who are not familiar with the subjects and the ability to convey complex details or technical information - 3 pts
- Comprehensive technical proposal on how to conduct Capacity Building training - 3 pts
- English and Dutch proficiency, both in speaking and writing - 3 pts
- Highly familiar employing cultural awareness and sensitivity - 3 pts
- Budget – 3 pts

Questions and clarifications regarding the consultancy may be addressed no later than **December 22, 2022**, to the Technical Manager; Ms. Erlyn Power by e-mail: epower@conservation.org.