

Insertion Économique, Sociale et Solidaire dans le Gouvernorat de Kairouan (IESS)

Graduation Approach in Tunisia

Terms of Reference for Ultra-Poor Graduation Initiative Training Expert

Client:	Insertion Économique, Sociale et Solidaire dans le Gouvernorat de Kairouan (IESS)
Position:	Training Expert
Location:	Tunisia (National)
Dates of Assignment:	Jan 2021 - July 2022 (Intermittent)

About BRAC Ultra Poor Graduation Initiative (UPGI)

Beginning in 2002, BRAC pioneered the Ultra-Poor Graduation Approach in Bangladesh, a comprehensive, time-bound and sequenced set of interventions designed to enable the most vulnerable and destitute households to progress along a pathway out of extreme poverty. BRAC established the Ultra-Poor Graduation Initiative (UPGI) to deliver technical assistance to agents of scale on how to adapt and implement the Graduation Approach and other holistic economic inclusion and social protection strategies. For more than a decade, BRAC has served as a leading provider of global technical assistance and advisory services for the Graduation Approach to governments, multilateral institutions, and NGOs worldwide.

Project Background

"Insertion Économique, Sociale et Solidaire dans le Gouvernorat de Kairouan" (IESS) aims to increase the social, economic and climate resilience of the poorest households in the hills of Kairouan, with a particular focus on women in the Governorate of Kairouan. IESS aims to support 33,600 direct beneficiaries including 16,800 women, i.e. 50% of beneficiaries. In order to break the poverty trap, the poorest and most vulnerable households will be coached and supported through a comprehensive set of interventions: cash transfer through the national social protection; financial inclusion; income generating activities and social empowerment. A specific focus will be put on climate awareness in order to bring to the beneficiaries graduation supports that are fully adaptive to climate change. The approach will support the project in the selection of adequate adaptive activities at household level (i.e. income-generating activities, access to water) in the context of climate change.

Description of Assignment

To support the Government of Tunisia (GOT) in the implementation of IESS, BRAC UPGI is developing an ultra-poor Graduation program that specifically targets women, is adapted to the specific context of Tunisia, and integrates the environmental pillar as an integral program component to strengthen the socio-, economic and environmental resilience of women to climate change, especially those from the poorest households. BRAC UPGI will facilitate IESS start-up and implementation by providing tools and technical support to project staff and partners who will be in charge of implementing the Graduation process.

Scope of Work

The Training Expert is responsible for overall capacity development for IESS and staff across multiple levels, including relevant government agencies. S/he will adapt BRAC UPGI's in-field training of trainers (TOT) curriculum to the Tunisian context and ensure capacity development for IESS. The Training Expert will report directly to the Project Advisor and work with a globally integrated team. Specific responsibilities include:

1. Ensure capacity development of staff at multiple levels;
2. Manage the development of training curriculum and modules, facilitation guide, pilot test assessment tools, and design documents for in-person and virtual contexts, processes for training new staff, training of trainers, etc;
3. Facilitate delivery of training for new staff, training of trainers, etc;
4. Support learning activities including regional stakeholder workshops and intermittent monitoring;
5. Adapt in-field curriculum to a virtual platform and delivery, as required. Review existing materials and design individual and group activities to ensure a similar level of interaction and facilitator support as in-person training.

Qualifications

- Possess a degree in economics, business management, rural development or related discipline including, agro-economics, agriculture, social work, or development studies;
- Minimum of 5 years of proven working experience in the field of livelihoods and rural development with a strong focus on capacity building;
- Knowledge of social protection in Tunisia, including context and issues related to programming, policy and implementation;
- Expertise in leading learning and training/workforce development;
- Strong track record of developing and delivering capacity building and skills development programmes, especially in a government-led context;
- Excellent skills in communication, facilitation, organization and time-management;
- Excellent written and spoken English language and communication skills. French and/or Arabic desirable.
- Experience of working closely with and providing technical advice to government officials, including at Ministerial level;
- High degree of political awareness and cultural sensitivity in Tunisian context;
- Strong knowledge and previous experience of working in Tunisia.

How to Apply

Candidates are encouraged to apply by submitting the following:

- Resume
- Cover letter
- Three references

Please submit all documentation electronically to applications@brac-upgi.org with the subject "Application for Training Expert, IESS - Candidate Name." Applications are reviewed on a rolling basis.

Only soft copy applications will be considered, and only shortlisted candidates will be contacted.

BRAC USA values a diverse workforce and is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status, or sexual orientation, in accordance with federal and state law.