TOR – Nutrition Specialist, partner NGOs

Each partner NGO will recruit one person as a nutrition specialist. The following is a description of the key roles and responsibilities of this person.

1. The nutrition specialist is a field-based position with activities taking place in all villages that are part of the partner NGO subcontract with Cambodia HARVEST program.
2. The nutrition specialist will be involved primarily in activities related to a) home garden clients, b) school gardens and c) home garden and school field days in these villages.
3. The nutrition specialist will have the primary responsibility for conducting family nutrition education training with home garden clients. The full family nutrition education program has been organized into 8 monthly sessions; during 4 of these sessions, a cooking demonstration will be conducted as part of the training. In villages with large numbers of home garden clients, the nutrition specialist will divide them into two groups and conduct the monthly training sessions twice to ensure that the group sizes are not too large.

Note: The agronomist responsible for each village will assist the nutrition specialist to conduct family nutrition education training, as required, in particular when cooking demonstrations are part of the training.

1. The nutrition specialist will also follow-up on family nutrition education training by consulting with home garden households to confirm that they have understood the training and to assist them to adopt new, improved practices related to family nutrition. These “extension visits” or mentoring/ coaching will be conducted with a sample of home garden households each time the nutrition specialist visits a village.
2. The home garden clients are part of the Food Security/Nutrition project which includes other activities beyond home gardens. The nutrition specialist will collaborate with and coordinate the participation of other HARVEST specialists in marketing, BDS and other areas, in the facilitation of these activities. The activities include: a) establishment of producer-marketing groups to strengthen marketing strategies for home garden clients; b) training and mentoring assistance to households to encourage them to treat their gardens as micro-enterprises; and, c) savings-led credit and other activities, as agreed by producer-marketing group members.

Note: The HARVEST Food Security/Nutrition specialist in the province will assist the NGO nutrition specialist with producer-marketing groups and related activities; and, will facilitate the collaboration with other HARVEST staff such as marketing and BDS staff.

1. The nutrition specialist will support the agronomists to conduct training with home garden clients on post-harvest management. The agronomists will have the primary responsibility for this training as part of good agricultural practices in home gardens, although the nutrition specialist can add relevant information on post-harvest management as part of food utilization, etc.
2. The nutrition specialist will have the primary responsibility for coordinating nutrition training to be conducted 3-4 times during the school year with students working in the School Garden project. However, depending on the number of schools in villages where the partner NGO is working, both the nutrition specialist and some of the agronomists working in these villages will be required to conduct the actual training. This is necessary to ensure that each training module is conducted with all schools within the available times allotted by schools for the School Garden project.
3. The nutrition specialist will be responsible for developing and coordinating nutrition-related activities as part of field day events related to home gardens and the School Garden project. The planning and implementation of home garden and school field day events will be done in collaboration with HARVEST and NGO agronomists; the Food Security/Nutrition specialist in the province will also support the nutrition specialist.
4. The nutrition specialist will, as time permits, assist in developing and coordinating nutrition-related activities that form part of training and/or field day events with other HARVEST clients, e.g., commercial farmers, rice farmers, pond aquaculture clients, forest communities, etc.

Qualifications

The nutrition specialist should, to the extent possible, have academic and/or work experience in the field of family nutrition or related fields, for example, public health, medical fields, maternal/infant health and nutrition, etc. Strong candidates are people who have the following characteristics:

1. Good knowledge and previous field-based working experience in the fields of agricultural, rural and/or community development.
2. Demonstrated experience and capacity to provide training, technical assistance and mentoring support using participatory and interactive methods and tools, particularly as this is relevant to promoting learning and adoption of new practices among individuals and households in rural communities.
3. Demonstrated experience and expertise to address social inclusion issues in the development and implementation of training and capacity development with individuals and households in rural communities. Of particular importance are approaches, methods and tools that address issues of gender, age, poverty and education/literacy.
4. Demonstrated experience and capacity in the area of organizing and facilitating producer-marketing groups (farmer associations, etc.), providing assistance to communities to establish groups, as well as training, technical assistance and mentoring for group activities in the areas of marketing, enterprise development, savings-led credit, etc.
5. Willingness and demonstrated capacity to work effectively in a team environment and collaborate with people of other disciplines, e.g., agronomists, fisheries and forestry technicians, etc.
6. Demonstrated capacity to effectively plan and schedule multiple activities on a monthly and quarterly basis, as well as attention to detail in the implementation and reporting of these activities. At the same time, a strong candidate is one who is capable of being flexible and responding well to changing conditions, as circumstances require.
7. Ability to communicate well and clearly in spoken English, as well as spoken and written Khmer.