

Terms of Reference

Title of project: Field to Fork Tanzania (The Building Livelihoods Project)

Project Implementation Area: Meatu – Simiyu Region in Tanzania

Task: Training Hand in Hand Tanzania Staff on the Regenerative Agriculture (RA) curriculum.

1.0 Background

Hand in Hand Eastern Africa Tanzania is part of the global Hand in Hand international network, with independent operations within Eastern Africa. The organization's mission is to work towards the economic and social empowerment of marginalized women, youth, and men, ultimately benefiting society by supporting the creation of sustainable enterprises and jobs. The organization started operations in Northern Tanzania in August 2016 and rolled out its outreach and promotion in January 2018. Currently, Hand in Hand Tanzania operates in the Arusha, Manyara, Singida, Dodoma, Simiyu, and Kilimanjaro regions. Hand in Hand Tanzania has so far mobilized and trained over 50,000 members who have created over 26,000 enterprises and over 30,000 Jobs in the Tanzanian programs.

The organization strives to work with marginalized communities in the areas of economic and social empowerment using a participatory approach aimed at helping people fight poverty and vulnerability. The HIHEATZ enterprise and job creation approach is based on a self-help philosophy, providing enterprise training, skills, and support to enable people living in poverty, particularly women, to build and sustain independent, market-based, economic activities.

2.0 Project description

The agricultural sector plays a crucial role in the economies of Tanzania, with smallholder farmers representing a significant portion of the workforce. However, many smallholder farmers face challenges in accessing relevant and practical skills on regenerative farming that can empower them to transition from subsistence conventional farming to successful farming as business initiatives. To address this gap, Hand in Hand East Africa Tanzania (HiH (EA) Tz) is embarking on over 36 months. (December 2024 – November 2027) Co-funded by Friedkin Conservation Fund and TUI Care Foundation.

The overall objective of the project is to enhance the ability of 2,700 members to generate income, increase their financial resilience, equip them with new farming techniques, improve their quality of life, and contribute to their ability to exit the poverty cycle.

3.0 Regenerative Agriculture

Regenerative agriculture is a holistic farming approach that aims to create a sustainable and resilient agricultural system that restores ecosystems, enhances biodiversity, and improves soil

health around the organization's project implementation areas. Soil fertility is needed not just to grow crops for human use, but also to supply feed for cattle. This is why animals will have more food if grazing fields are more productive. Fertile soil is necessary not only for human happiness but also for human existence. Regenerative agricultural approaches attempt to reduce the negative effects of farming, such as erosion, depletion, insect invasions, desertification, salinization, decarbonization, chemical pollution, and so on. Regenerative agriculture is a broad term that encompasses a variety of practices, but regarding the project purpose should focus on the understanding of eleven key practices, namely Agroforestry, crop rotation, intercropping, minimum or zero tillage, integrated pest management practices, cover cropping, composting, mulching, silvopasture, use of resilient seed varieties and use of resilient livestock breeds.

4.0 Purpose of the assignment

Hand in Hand Tanzania is seeking a consultancy firm/group of consultants to deliver TOT to 8 implementing staff and support its preparatory work for Field to Fork project interventions in Meatu district at the Simiyu region. The assignment will lay the groundwork for a project that takes smallholder member farmers enrolled under the Hand in Hand project to the next level, boosting their income by providing the skills necessary to evolve from subsistence conversational farmers to small-scale entrepreneurs.

The key objectives of the assignment include:

- To share the regenerative agriculture training manuals with poultry, Sunflower, and beekeeping value chains that encompass Agroforestry, crop rotation, intercropping, minimum or zero tillage, integrated pest management practices, cover cropping, composting, mulching, silvopasture, use of resilient seed varieties, and use of resilient livestock breeds.
- To train project implementing staff and provide hands-on practical skills on the Regenerative Agriculture (RA) curriculum that will ultimately contribute to the improvement of member farmers' Agri-practice to increase farms/enterprises' productivity and profits.
- Providing both the training report and validation report.

Key Activities

This is a comprehensive assignment covering 3 main areas of work, all of which will be led by the consultant(s) with significant input and oversight from Hand in Hand. The areas of work are interlinked and will feed into the overall objective. Each area of work is detailed below.

Areas of Work	Timeline	No. of Days
Share training content	2 nd – 4 th September, 2025	3
Training Hand in Hand Staff	8 th – 12 nd September, 2025	5
Validation workshop	12 nd September 2025	1
Providing a training report	15 th – 17 th September, 2025	3

5.0 Profile of Consultants/Consultancy Firm:

Hand in Hand is requesting the consultants to submit proposals to respond to the Terms of Reference outlined above. We expect the consultancy firm or consultant to demonstrate the skills and experience outlined below (or equivalent):

- Excellent track record conducting detailed market research and Market System Analysis, including designing a methodology, collecting data, providing detailed analysis and delivering actionable, practicable recommendations, and developing training manuals. Previous experience providing research for or designing value chain or private sector development programmes would be an advantage.
- Strong track record conducting regenerative agriculture trainings and other related trainings in an East African context, ideally in Tanzania.
- Excellent team with in-depth practical experience on regenerative agriculture, poultry, sunflower, and commercial beekeeping Investment in Tanzania
- Detailed knowledge of participatory market systems development approaches
- Track record of working on projects targeting grassroots entrepreneurs and enterprises, self-help groups, and financial institutions
- Demonstrated experience in successfully developing training approaches (curriculum, training materials, and practical capacity building) for value chain-focused programs
- Proven experience of working alongside international and national teams within civil society organisations, NGOs, academic institutions, social enterprises, etc.
- Ability and willingness to travel across the project areas, Meatu district in Simiyu region, Tanzania
- Fluency in verbal and written English and Kiswahili
- Able to provide EFD receipt

6.0 Application Process:

Please send a detailed work proposal to procurement@handinhandea.or.tz by **30th August, 2025**. Late submissions will not be considered.

The proposal should include the following:

- A detailed technical proposal outlining their understanding of the assignment, proposed methodology, and work plan.
- The anticipated **challenges and dependencies** affecting the implementation of the activities and how these should be addressed both by the consultant, by HIH EA Tanzania.
- A summary of the **skills and experience** of the consultant, together with her/his CV showing relevant previous assignments and clients.
- A detailed **fee quote** and rationale for the consultant and an estimate for the costs of other resources

7.0 Budget and Payment

The consultancy firm will provide a detailed budget summary, splitting the consultant's fees and expenses. The terms of payment will be negotiated with the firm upon signature of the contract.

8.0 Audience

- The final report will be used to influence programme and curriculum design, and ongoing organizational learning. It will be shared internally across the HiH network.
- This report will be shared with other key partners.