

Consultancy to Develop Training Module on Black Soldier Fly (BSF) Production and Commercialization



Ref: HA-AB-EN/CMN/CFTD/QT2-PO1-022-0005

Advertised on behalf of:	Hatches limited
Date:	30 th December 2021
Location :	Home-based
Application Deadline :	12-Jan-22 (Midnight EAT)
Additional Category :	Consultant
Type of Contract :	Consultant Contract
Post Level :	National Level
Languages Required :	English
Starting Date : (date when the selected candidate is expected to start)	17-Jan-2022
Duration of the Contract :	30 days
Expected Duration of Assignment :	24 days

1.0 Background

Hatches Ltd in partnership with Agricultural Business Initiative (aBi) and other partners is implementing a project titled “Increasing Market Access and Productivity of the Poultry Value Chain through effective and environmentally efficient Inputs in Central and Eastern Uganda”.

Among the prospective partners in implementing this project include

- i. Poultry and BSF farmers in the Districts of Mukono, Buikwe and Jinja among others
- ii. Ento Feeds and other BSF experts as leads agents among others in the development of BSF
- iii. District Agriculture, Veterinary and entomology officers
- iv. Local governments in the three districts among others
- v. Grain and other feed inputs across the country for the supply of feed inputs
- vi. Market offtakers like Chicken world, Namawojjolo high way market in Mukono, feed/food processors among others

About Hatches Ltd

Hatches Ltd is a Poultry breeding, inputs supply company established and registered in 2003 as a private limited company. With a goal of “Addressing our client needs and nature people’s dreams of living a better and decent life” and a mission of “Providing the best quality agro-inputs, products and services that address our clients’ needs and nature people’s dreams of living a better and decent life”; Hatches Ltd’s vision is “To be the most reliable, valued and client centric green growth company in Uganda”.

Hatches Core Values:

Hatches Ltd is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidence.

Hatches Ltd with ethics have zero tolerance to unethical behavior that include but not limited to sexual exploitation and abuse, any kind of harassment, including sexual harassment, and discrimination and Hatches may conduct rigorous background checks on selected candidates to validate the quality of those selected.

2.0. Project Intervention Objectives:

- a. Provision of high-quality Day-old chicks to both model farmers and open market poultry farmers;
- b. Promote the use of Black Soldier Flies (BSF) as an alternative to traditional protein sources for quality poultry feeds at fair and stable prices;
- c. Establish sustainable market linkage options for farmers with off takers; and to
- d. Enhance farmer knowledge on modern poultry farming through training and demonstration.

In order to ensure sustainability of the program a deliberate, structured way of knowledge transfer to farmers and other stakeholders, under the technical leadership of Hatches Ltd. Hatches is therefore looking for competent persons/firm to support it in developing training material to support a sustainable, continuous and large outreach to BSF farmers and entrepreneurs in the country starting with the districts of Mukono, Buikwe, Jinja and the immediate neighborhoods.

3.0 Need for the Home-Based Consultant

The services of a home-based consultant are sought to develop the content for training module BSF farming and commercialization. The training module is expected to build an understanding of:

I. Black Soldier Fly Larvae (BSFL) Production and Productivity

- a. An insight into Black Soldier Fly Farming
- b. BSF as an emerging opportunity in providing feeding, green growth solution and economic empowerment
- c. BSF Breeding principles and practice;
- d. BSF Feeds Formulation and Nutrition
- e. Waste management in BSF and the Circular economy
- f. BSF Phyto Sanitary, Bio security standards

II. BSF post-harvest management

- a. BSF Post Harvest Management and Processing of the whole BSF value chain
- b. Technology use and innovations

III. BSF Business Management:

- a. Business planning, budgeting, farm records and costing, financial management
- b. Tax planning, entrepreneurship and marketing as well as contract farming
- c. Business risks and effective mitigation strategies
- d. BSF Business support services including marketing among others.

IV. BSF Infrastructure development for Artisans

- a. BSF housing, related infrastructure and related environmental requirements;

Note:

- i. The module and training thereof are expected to improve awareness among the intended beneficiaries of key elements in modern robust and effective farming, management on BSF in line with best practices but suitable for the local environment aware that most of the beneficiaries will either have no formal training or have limited capital outlay. The training should however provide essential information that all small and medium commercial farmers or farm handlers can make use of to be efficient and resilient to the business challenges.
- ii. Consultants that are conversant with both the science of BSF production and poultry

farming, feeds management or willing to make joint bids with competency in the science of both poultry and BSF production /management will have an added advantage.

5.0 Target Groups/Beneficiaries

In developing the training modules, developers shall be cognizant that the target beneficiaries include the following beneficiaries as final consumers:

- a. Small and medium to a very limited extent large scale commercial BSF farmers
- b. Youth and women players including possibly players that may not own land

6.0 Intervention Outputs

- a. BSF farmers trained in modern commercial farming compliant to minimum Bio Security standards;
- b. Production of poultry feeds using BSF as an alternative source of animal protein for animal feeds;
- c. Increased women and youth involvement in the operation and management of BSF businesses.
- d. Approved BSF training manual and related products

7.0 Indicators

- a. Number of BSF farmers trained in modern BSF commercial farming compliant to Bio Security standards using the approved training manuals;
- b. Quantity of commercial poultry feeds produced using BSF as a source of animal protein for animal feeds using approved training manuals;
- c. Number of women and youths in the operation and management of BSF businesses.

8.0 Methodology

The consultant is expected to:

- i. Map existing publications and training tools on BSF farming and develop the script on the mapped content, including materials already developed by MAAIF, FAO, USAID,

- Institutions, companies, researchers and other relevant agencies.
- ii. Map existing documents, research and training tools linking BSF farming including global best practices and resources to be included in the training module
 - iii. To the extent possible integrate the above knowledge sources with additional resources stemming from other credited sources, with particular regards to global and regional case studies and best practices as well as inputs from the client, key stakeholders and or the clients appointed agents during the development of the manual.
 - iv. Engage Project Management Team through regular communication by distance (via email, videoconference, phone, etc.) for technical guidance.
 - v. Adapt existing training modules to compile in a script format and complement it with live examples (computations, work plans, schedules e.g feeding regiments, names, graphics, designs and dimensions of structures, pictures, graphic presentations in case studies and additional content

9.0 Other terms and conditions:

- a. No working space shall be provided to the consultant as this is a home based consultancy
- b. Travel is not required to a large extent for this consultancy except to the designated offices mentioned in 8. (i) . Consultants shall be advised to use internet and other related support infrastructure that don't require travel to complete this task. However, where travel to the field is required, this shall be budgeted accordingly and justified.
- c. For the successful delivery of this consultancy, it is expected that all sources are correctly cited according to the international academic standards for no copyrights to be breached.
- d. By accepting to perform this task consultant will have acknowledged the material will be property of Hatches Ltd produced in names of Hatches Ltd.

10. Responsibilities

Under the direct supervision of the Project Manager, the consultant will be responsible for the delivery of the following products:

Output	Activity and deliverable	Timeframe
Developing content for training module on commercial BSF Production and Use	Annotated outline of modules and mapping of existing resources Deliverable 1. Agreed and finalized training module outline and mapping	20 January 2022 3 days from signing contract.
	Draft scripts of the modules Deliverable 2. Agreed draft script of the training module to be shared with reviewers	7 February 2022 20 days from delivering the final outline (including inputs & comments to it)
	Final script of the training module Deliverable 3. Agreed and finalized script of the training module, feedback from the reviewers integrated and finalized resources, links, pictures, infographics	12 February 2022 5 days from receiving the feedback

Competencies

Core Values and Guiding Principles:

Integrity:

- Demonstrate the values of Hatches Ltd, act without consideration of personal gain, avoid unprofessional or unethical behavior.

Professionalism:

- Show pride in work and achievements, demonstrate professional competence and mastery of subject matter, conscientious and efficient in meeting commitments and achieving results, motivated by professional rather than personal concerns, show persistence when faced with challenges, and remain calm in stressful situations.

Respect for Diversity:

- Work effectively with people from all backgrounds, treat all people with dignity and respect, treat men and women equally, show respect for and understand diverse opinions by examining own biases and behaviors to avoid stereotypical responses, and do not discriminate against any individual or group.

11. Required Skills and Experience

i. Education

Minimum of Bachelor's Degree or equivalent in Agriculture Science, Animal Husbandry and Livestock Management, Agriculture and Veterinary, Entomology (and in particular Black Soldier Fly) or other related fields

Experience

- a. At least 4 years working experience in the field of livestock management
- b. Previous experience as a trainer on issues related to Commercial BSF farming
- c. Previous experience in developing content for training materials
- d. Deep knowledge on BSF farming and BSF technology
- e. Knowledge of BSF farming challenges and opportunities in East Africa Region

ii. Language Requirements

The training manual will be in English and therefore Fluency in English is required

12. Duration of Assignment and Duty Station

The time required for the consultancy is from 17th January 2022 to 14th February 2022. The consultancy will be home-based without travels except where strongly justified.

13. Evaluation

Applications will be evaluated based on the cumulative analysis.

- i. Technical Qualification (100 points) weight; [70%]
- ii. Financial Proposal (100 points) weight; [30%]

Note:

- i. A two-stage procedure is utilized in evaluating the applications, with evaluation of the technical application being completed prior to any price proposal being compared.
- ii. Only the price proposal of the candidates who passed the minimum technical score of 70% of the obtainable score of 100 points in the technical qualification evaluation will be evaluated.
- iii. **Technical qualification evaluation criteria:**

The total number of points allocated for the technical qualification component is 100. The technical qualification of the individuals is evaluated based on following technical qualification evaluation criteria:

Technical Evaluation Criteria	Obtainable Score
A) Education Minimum of Bachelor's Degree or equivalent in Agriculture Science, Animal Husbandry and Livestock Management, Agriculture and Veterinary, Entomology (in particular BSF) or other related fields	30%
B) Methodology i. Clarity and adherence to the ToR	20%
C) Substantive experience and skills i. At least 4 years working experience in the field of livestock management in particular commercial poultry farming ii. Previous experience as a trainer on issues related to Commercial BSF farming iii. Previous experience in developing content for training materials iv. Deep knowledge and experience on BSF farming and BSF technology preferably on a commercial scale v. Deep knowledge of BSF farming challenges and opportunities in East Africa Region	30%
D) Reporting writing, editing and language skills i. Fluency in English is required	20%
Total Obtainable Score	100%

Financial/Price Proposal evaluation:

- i. Only the financial proposal of candidates who have attained a minimum of 70% score in the technical evaluation will be considered and evaluated.
- ii. The total number of points allocated for the financial component is 100.
- iii. The maximum number of points will be allotted to the lowest price proposal that is opened/ evaluated and compared among those technical qualified candidates who have attained a minimum of 70% score in the technical evaluation. All other price proposals will receive points in inverse proportion to the lowest price.

Submission of application

Interested candidates are encouraged to submit electronic application to recruitments@hatchesltd.com with -cc to rumacharlie@gmail.com, nyamie78@gmail.com, mugisystems@gmail.com, fistonchiri2@gmail.com; kemigisachristine91@gmail.com; higenyisamuel@gmail.com with the email subject “**Consultancy to develop a training module on BSF Production and Commercialization**” no later than **12 January 2022**, midnight EAT.

Submission package includes:

- Curriculum vitae
- Technical Proposal with Clear Methodology
- Financial proposal: the financial proposal shall specify deliverable fees breaking down into the professional fee per day and per deliverable.

Note: Hatches Ltd is not bound to accept the lowest price proposal or any proposal he may receive.

For any inquiry about the call, please contact us on:

Website: www.hatchesltd.com;

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