

# Consultancy to Develop Training Manual on Modern, Commercial Poultry Farming



Ref: HA-AB-EN/CMN/CFTD/QT2-PO1-022-0004

|   |                                |
|---|--------------------------------|
| Advertised on behalf of:                                | Hatches limited                |
| Date:   | 20 <sup>th</sup> 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 :   | 15-Jan-2022                    |
| (date when the selected candidate is expected to start) |                                |
| Duration of the Contract :                              | 30 days                        |
| Expected Duration of Assignment:                        | 28 days                        |

## 1.0 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. Hatches may conduct rigorous background checks on selected candidates to validate the quality of those selected.

## 2.0 Background

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 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

N.B The project will in due course include other Poultry and BSF lead agents with in the project area and other prospective areas across the country

### **3.0 Intervention Objectives**

- i. Provision of high-quality Day-old chicks and feeds to both model farmers and open market poultry farmers
- ii. Pilot and commercialize use of Black Soldier flies as an alternative, effective, Bio secure animal protein input in the manufacture of Poultry and animal feeds
- iii. Establish sustainable market linkage options for farmers with off takers; and to
- iv. 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 and key partners Hatches is therefore is looking to for competent persons to support it in developing training material to support a sustainable, continuous and large outreach to chicken and BSF farmers in the country starting with the districts of Mukono, Buikwe, Jinja and the immediate neighborhoods.

This initiative will support raising awareness of the chicken farmers on the multiple advantages of modern Poultry farm management practices including the concept and practice of poultry farming benefits of poultry farming, farm infrastructure and all poultry value chain processes from planning to disposal of flock and related Bio safety and Bio security standards ,farm management and business support elements of poultry farming including budgeting , planning , financial and records management as well as marketing among others.

#### **4.0 Need for the Home-Based Consultant**

The services of a home-based consultant are sought to develop the content for a training module on modern chicken (both broilers and layers) farming. The training module is expected to build an understanding of:

- I. Poultry farming Production Bio safety, Bio security and Productivity**
  - a. An insight into Poultry Farming
  - b. Poultry as Business opportunity and economic empowerment
  - c. Poultry farming principles and practice;
  - d. Poultry feeds, feeding, Feeds Formulation, Nutrition and feeds management
  - e. Waste management, Bio safety and security standards
- II. Poultry 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. Poultry Business support services including marketing among others.
- III. Poultry Infrastructure development**
  - a. Designs and standards for housing, related infrastructure
  - b. Environmental requirements and considerations for poultry houses
- IV. Modern Commercial Poultry Farming focusing on Broiler and Layer flock**
  - a. Poultry farm development and Management: housing and management, brooding principles and standards, poultry structures, feeding and nutrition, waste management, poultry health, disease control and biosecurity, Processing and product management (chicken meat & eggs)
  - b. Poultry Business Management and Records: business planning, budgeting, farm records and costing, financial management and tax planning, entrepreneurship and marketing as well as contract farming.
  - c. Poultry Business risks and effective mitigation options,

**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 poultry 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 scale 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 poultry farming, feeds management and BSF production 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:

- i. Mostly small, medium and to a limited extent large scale commercial Broiler and Layer poultry farmers
- ii. Small and medium scale commercial farmers
- iii. Youth and women players including possibly players that may not own land.

**6.0 Intervention Outputs**

- i. Poultry farmers trained in modern commercial farming compliant to minimum Bio Security and Bio Safety standards;
- ii. Poultry farmers aware of low cost, efficient and
- iii. Production of alternative source of protein for poultry like BSF
- iv. Increased women and youths' involvement in the operation and management of poultry
- v. Approved poultry training manual and related products

**7.0 Indicators**

- i. Number of Poultry farmers trained in modern commercial farming compliant to Bio Security using the approved training manuals;
- ii. Number of poultry farmers trained and adopted the production of alternative source of protein for poultry farming using approved training manuals;
- iii. Number of women and youths in the operation and management of poultry businesses.

## 8.0 Methodology

The consultant is expected to

- i. map existing publications and training tools on broiler and layer chicken 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 Broiler and layer chicken 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 Hatches Ltd Project Management Team (as deemed relevant) 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 and vaccination/treatment regiments, names, graphics, designs and dimensions of structures, pictures, graphic presentations in case studies and additional content

## 9.0 Note:

- i. No working space shall be provided to the consultant as this is a home-based consultancy
- ii. Travel is not required 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.
- iii. 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.
- iv. By accepting to perform this task consultant will have acknowledged the material and any other derived material will be property of Hatches Ltd and produced in Hatches Ltd names as an employer.

## 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   |
|--|---|---|
| <b>Developing content for training module on commercial Poultry (Boiler and layer chicken) farming</b> | Annotated outline of modules and mapping of existing resources  | 20 January 2022<br>5 days from signing contract.                              |
|  | <b>Deliverable 1.</b> Agreed and finalized training module outline and mapping  |   |
|  | Draft scripts of the training manual  | 7 February 2022   |
|  | <b>Deliverable 2.</b> Agreed draft script of the training module to be shared with reviewers  | 20 days from delivering the final outline (including inputs & comments to it) |
|  | Final script of the training module   | 12 February 2022  |
|  | <b>Deliverable 3.</b> Agreed and finalized script of the training module, feedback from the reviewers integrated and finalized resources, links, pictures, infographics | 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, or other related fields

### ii. 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 poultry farming
- c. Previous experience in developing content for training materials
- d. knowledge of BSF product
- e. Knowledge of poultry farming challenges and opportunities in East Africa Region

### iii. 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 15<sup>th</sup> January 2022 to 14<sup>th</sup> February 2022. The consultancy will be home-based without travels.

## 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   |
|--|--------------------|
| <p><b>A) Education</b></p> <p>Minimum of Bachelor's Degree or equivalent in Agriculture Science, Animal Husbandry and Livestock Management, Agriculture and Veterinary or other related fields</p>   | 30%                |
| <p><b>B) Substantive experience and skills</b></p> <ul style="list-style-type: none"> <li>i. At least 4 years working experience in the field of livestock management in particular commercial poultry farming</li> <li>ii. Previous experience as a trainer on issues related to Commercial Poultry farming,</li> <li>iii. Previous experience in developing content for training materials</li> <li>iv. Deep knowledge and experience on BSF farming and BSF technology preferably on a commercial scale</li> <li>v. Deep knowledge of poultry/BSF farming challenges and opportunities in East Africa Region</li> </ul> | 40%                |
| <p><b>C) Reporting writing, editing and language skills</b></p> <ul style="list-style-type: none"> <li>i. Fluency in English is required</li> </ul>  | 30%                |
| <p><b>Total Obtainable Score</b></p>   | <p><b>100%</b></p> |

**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](mailto:recruitments@hatchesltd.com) with -cc to [rumacharlie@gmail.com](mailto:rumacharlie@gmail.com), [fistonchiri2@gmail.com](mailto:fistonchiri2@gmail.com); [kemigisachristine91@gmail.com](mailto:kemigisachristine91@gmail.com); [higenyisamuel@gmail.com](mailto:higenyisamuel@gmail.com) with the email subject “**Consultancy to develop a training module on Modern Commercial Poultry (broiler and layer ) Farming, Ref: HA-AB-EN/CMN/CFTD/QT2-PO1-022-0004**” no later than 12 January 2022, midnight EAT.

*Submission package includes:*

- Curriculum vitae
- 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:

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