

Consultoria  
*Management and Operation of Nampula Training Centre  
and Demonstration Farm*  
Mozambique

## I. ENQUADRAMENTO

O Consórcio constituído pelas entidades **MundiServiços International Consulting** e **IBRAF – Instituto Brasileiro de Frutas** encontra-se a elaborar uma Proposta no âmbito do Projecto “**Managemnt and Operation of Nampula Training Centre and Demonstration Farm, em Namialo, Nampula, Moçambique.**”

No âmbito desse projecto serão desenvolvidas actividades de consultoria de longa duração, num período de 3 anos.

Período de duração da acção e local de trabalho:

- Período previsto de duração da acção: 3 anos.
- Calendário: Janeiro de 2012 a Dezembro de 2015.
- Os serviços serão prestados em Namialo, Nampula, Norte de Moçambique

O presente documento pretende apresentar em traços gerais as actividades a serem realizadas, bem como descrever o PERFIL dos consultores que o Consórcio gostaria de convidar a participar nas actividades do Projecto.

**Data limite de recepção de candidaturas: 16 de Novembro de 2011**

## II. PROJECTO DE CONSULTORIA

### ENQUADRAMENTO

The Tropical Fruits Training Center (Centro de Formação em Frutas Tropicais, CFFT) is envisaged to be a private-led partnership center to be formed with support from the World Bank (in the form of IDA financing through the Competitiveness and Private Sector Development Project), the Mozambican Government and the private sector for the purpose of training supervisors and junior managers (present and future) in the tropical fruit sector as well as trainers from other public institutions in Mozambique.

The CFFT is expected to be sustainable financially, responsive to market demand, and with managerial autonomy overseen by a public-private board. The income from the 50-ha demonstration/commercial farm as well as income from trainee fees and other sundry income will be used to finance its various activities and training programs.

The Center is to be located in Namialo, 80km from the city of Nampula, at facilities already made available by IIAM (Instituto de Investigação Agrária de Moçambique). These facilities will be rehabilitated and will house classrooms, offices, dormitories and staff housing.

The CFFT includes a 50ha plot of land to establish a banana demonstration/training farm which should be income generating. This farm income should be augmented with other incomes and funds considering that the situation in Mozambique requires many resources to fully turn around a project.

### III. PERFIL DOS 4 CONSULTORES

#### 1. Director of the Training Centre

The executive leadership will be invested in the Director of the CFFT and in such role he will play the pivotal responsibilities of (1) being the most visible personality of the Center, (2) of managing the human, physical and financial resources of the Center and being accountable to the Board of Directors, (3) ensuring the financial soundness of the Center, and (4) of overseeing the healthy relationships with the external environment especially with the government, the private sector, the clients, the alumni.

The Director will be nominated for the 3-year term contract duration. He/she is expected to be based in Namialo/Nampula.

**Report to:** The Board of Directors of the CFFT and the PSD Project Implementation Unit based in Maputo

#### **Requirements:**

1. Master degree or Ph.D. in Agribusiness or Horticulture or any related field of tropical fruits.
2. Proven business acumen with accomplishments in investments, management and public relations with government and the private sector and thorough understanding of the business environment of a developing country. This acumen will be needed in the commercialization of the tropical fruits from the demonstrations farm(s) and the other income generating projects.
3. Strong human resource capacity–building background and experience in the education of workers that are already employed.
4. Planning, monitoring and evaluation skills
5. Adept at harnessing communities through special rural development programs and social responsibility activities in order to enlist neighboring communities as allies and supporters of the CFFT.
6. Outstanding communications abilities in order to have both the organization and the public understand the role of the CFFT.
7. Excellent written and oral skills in English and fluency in Portuguese are desired.
8. Demonstrated ability to guide a team towards accomplishing organizational objectives and public expectations.
9. High level of personal motivation and strong interest in human and economic progress.

10. Willing to travel regularly, locally and abroad.
11. Advanced academic degrees, preferably with an M.S. or Ph.D. degree in Agribusiness or Horticulture or any related field of tropical fruits.
12. Experience of at least 10 years in any or all of the following: managing very high level technical personnel, including managing a similar training institute.
13. Strong political savvy to be able to get support and enthusiasm of the government and private sector for the Center's activities and projects.

## **2. The Training Coordinator**

This Training Coordinator is the person most closely linked to the teaching staff and must therefore speak the technical language of this team. He must also be well versed in the needs of the educational system and the needs of the trainees.

The Training Coordinator will be nominated for the 3-year term contract duration. He/she is expected to be based in Namialo/Nampula.

**Report to:** The Director of the CFFT

### **Requirements:**

1. Master degree or Ph.D. in Education, Rural Development
2. Minimum of 7 years relevant experience, including managing training programs and guiding teams of specialists.
3. Proven ability to work in a dynamic and challenging environment for development such as in the export industries.
4. Outstanding communications abilities in order to have the trainees, trainers and the public understand the role of the CFFT.
5. Excellent written and oral skills in English and fluency in Portuguese are desired
6. Capacity to build teamwork among the technical personnel as well as the trainees.
7. High level of personal motivation and strong interest in human and economic progress.
8. Willing to travel regularly, locally and abroad.
9. Proven academic background and accomplishments in developing training activities such as in seminars, courses, and special programs.
10. Advanced academic degrees, preferably with an M.S. or Ph.D. degree in Education, Rural Development, or any related field of human development.
11. Experience of at least 5 years in any or all of the following: managing very high level technical and international personnel.

### 3. The Demonstration Farm Manager

This Farm Manager holds a critical position as the person who must ensure the economic health of the demonstration/commercial area of 50 ha, bringing up the best yields and quality while bringing down the costs, harnessing the trainees to their assigned work-and-learn activities while they develop strategies, skills and mentality for competitive exports.

The Farm Manager will be nominated for three years and will be based in Namialo/Nampula.

**Report to:** The Director of CFFT

**Requirements:**

1. Experience in the start-up of a banana farm and subsequent exportation processes of bananas especially of the fresh fruits for the European and Middle East markets.
2. Knowledge of the peculiarities and whims of organized labor such as those of the farm workers, packing house staff, stevedores, cargo personnel, transport staff and contractors in the industry in general and their impacts on the resulting quality, scheduling, damages on the fruit, prices, etc.
3. Capabilities in dealing with farm security surrounded by communities and ability to develop
4. Good relations with the communities. Experience in the requirements of certification for bananas especially with the ISO, the Rainforest Alliance, the Organic Regimen, etc.
5. Outstanding communications abilities in order to have the trainees, trainers and the public understand the role of the CFFT.
6. Excellent written and oral skills in English and fluency in Portuguese are desired
7. Capacity to build teamwork among the technical personnel as well as the trainees.
8. Minimum university degree in Agriculture with experience in farm development and management.
9. Willing to move and reside in Namialo.

### 4. Banana Production and Export Specialist

As a major fruit crop traded around the world, bananas have a special place and is often the leader in technology development, export strategies, consumer marketing, labor relations, and even in environmental concerns. This is the challenge for the banana production specialist especially in Nampula and Cabo Delgado where there is a growing industry being developed.

The Banana Production and Export Specialist will be nominated for three years and will be based in Namialo/Nampula.

**Report to:** The Training Coordinator

## Requirements:

1. Experience in teaching on the needs of the exportation process of bananas especially of the fresh fruits for the European and Middle East markets.
2. Knowledge of the peculiarities and whims of the farm workers, packing house staff, stevedores, cargo personnel, transport staff and contractors in the industry in general as to perceptions on quality, scheduling, damages on the fruit, etc.
3. Deep understanding or experience in banana farm management requirements under conditions of the developing countries and their workers.
4. Experience in the requirements of certification for bananas especially with the ISO, the Rainforest Alliance, the Organic Regimen, etc.
5. University degree preferably in the social sciences related to agriculture.
6. Willing to move and reside in Namialo.

## IV. CANDIDATURAS

A **MundiServiços e o IBRAF** vem solicitar a apresentação de candidaturas de consultores, mediante o envio de um *Curriculum Vitae* em Português e/ou Inglês, para os seguintes contactos:

Telef.: + 351 21 361 7230  
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