



**Shea Investment and Jobs Creation Program (SHIP)**  
**Terms of Reference: Technical Trainer (Shea Quality Training)**

**Introduction**

The Global Shea Alliance (GSA), in partnership with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is implementing the Shea Investment and Jobs Creation Program (SHIP): a 2-year program in Côte d'Ivoire and Ghana to improve the efficiency and profitability of women processors in existing kernel and shea butter cooperatives to strengthen their sustainability in the value chain, access market and investment for women collectors and processors, and create decent jobs.

**Project Description**

The program will enhance the activities of women collectors and shea butter processors in the two countries through improving the quality of shea products and developing knowledge capacity and direct investment from private sector companies by facilitating direct sourcing with their shea cooperatives. The technical interventions of the program are as follows:

**Ghana:**

1. Creation of 15 new cooperatives in the kernel and shea butter production.
2. Strengthening of 15 existing kernel and butter cooperatives.
3. Facilitation of EUR406,000 private investment to shea cooperatives.
4. Creation of 2,030 decent jobs for women in the shea value chain.
5. Digitization for 25 shea butter cooperatives

**Côte d'Ivoire:**

1. Creation of 10 new cooperatives in the kernel and shea butter production
2. Strengthening of 5 existing kernel and butter cooperatives.
3. Facilitation of EUR220,000 private investment to the shea cooperatives.
4. Creation of 570 decent jobs for women in the shea value chain.
5. Digitization for 5 shea butter cooperatives

**Description of Role**

The GSA is hiring technical trainers for short term service contracts to deliver community level shea quality training to build the capacity of women in shea kernel and butter processing. The objective of the assignment is to organize and train women at the community level on quality shea processing.

The training activities will be coordinated by the GSA. The approach for each training session will show a combination of theoretical and practical demonstrations on different topics to improve women's efficiency and profitability in shea processing in Côte d'Ivoire and Ghana.

**Duties and Responsibilities**

The role of the Technical Trainer will include:

1. Deliver large group training for women shea collectors and processors at the community level.



2. Organize training sessions for women processors in different shea communities in Côte d'Ivoire and Ghana.
3. Review and adopt existing training curriculum on quality shea kernel processing.
4. Conduct 5-day intensive training for targeted communities.
5. Submit a signed list of participants at the training.
6. Provide pictures from each training location.
7. Provide a report from the training including all evidence of training.

### **Qualifications**

- Applicant should be resident in Côte d'Ivoire or Ghana.
- Minimum of 5 years' experience in the shea industry and non-profits.
- Must have knowledge in training women groups and cooperatives in shea quality.
- Ability to use practical training tools and modules to impart knowledge.
- Must have knowledge in regulations for organic nut production.
- Must have strong interpersonal skills.
- Must have passion and commitment to women's empowerment.
- Ability to work with groups from different cultural backgrounds.
- Knowledge of Microsoft Office i.e. excel, word, etc.
- Report writing.

Applications from Ghana may be sent to the GSA offices in Accra or sent via email to [msakyi@globalshea.com](mailto:msakyi@globalshea.com), applications from Côte d'Ivoire may be sent by email to [f.adisa@globalshea.com](mailto:f.adisa@globalshea.com).

The deadline for submission of applications is Friday, 24<sup>th</sup> May 2024