



Terms of Reference: Cooperative Development Trainer

Established in 2011, the Global Shea Alliance (GSA) is a non-profit industry association based in Accra, Ghana and has over 700 members from 35 countries including food and cosmetic brands, suppliers, women's groups, and non-profit organizations. Through public-private partnerships, the GSA promotes industry sustainability, quality practices and standards, and demand for shea in food and cosmetics.

Background

The GSA in partnership with 'Invest for Jobs' implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, an initiative of the German Federal Ministry for Economic Cooperation and Development to carry out two-year project to promote investment in the shea value chain in Ghana. The objective is to improve the capacity of women shea collectors, and boost the profitability of the sector and job creation.

Description of Role

The GSA is hiring technical trainers for short term service contract to develop women shea collectors into cooperatives. The objective of the assignment is to organise and train women groups into new shea cooperatives, provide specific technical trainings on business management of shea cooperatives, aggregation and quality processing of shea kernels.

The training activities will be coordinated by the GSA, and select women leaders to attend trainer's training sessions, conduct community level trainings and warehouse aggregation trainings for women collectors in their communities. The approach for each training session will show a combination of theoretical and practical demonstration on different topics for aggregation, business and cooperative management for women collectors across shea growing communities in the Northern regions of Ghana.

Duties and Responsibilities

The role of the Technical Trainer will include;

1. Organise training sessions for women collectors in different communities from the northern regions.
2. Develop training curriculum for shea kernels quality processing for organic and conventional nuts, cooperative registration and management, business development and aggregation training.
3. Develop and design training manuals and outlines.
4. Conduct intensive training of trainers for targeted number of women collectors.
5. Facilitate community level training for 16,000 women collectors in the shea communities.
6. Provide pictures for every training session.
7. Provide report from the training including all evidence of training.

Qualifications

- Applicant must be resident in the Northern Regions.
- Minimum experience of 5 years or more in the shea industry and NGO.



- Must have knowledge in training women groups into cooperatives, business development and alternate income activities.
- Ability to use practical training tools and modules to impart knowledge.
- Must have knowledge in best practice for organic nut production.
- Must have strong interpersonal skills.
- Passion and commitment for women empowerment.
- Ability to work with groups from different cultural backgrounds.
- Knowledge in Microsoft office.
- Report writing.

Interested persons should forward application and CV to Prince Nunoo via email: p.nunoo@globalshea.com Deadline for the submission of applications is Monday, February 28th 2022.