



**REQUEST FOR EXPRESSIONS OF INTEREST (EOI)
CONSULTING SERVICES (INDIVIDUAL CONSULTANT)**

AFRICAN CASHEW ALLIANCE (GHANA)

TRAINING ON GENDER AWARENESS

Sector: Private Sector, SMEs
Project Grant No.:ML0035/714122

1. The African Cashew Alliance has received a grant from the African Development Bank (AfDB) under the Africa Trade Fund (AfTra), to design and deliver Gender Awareness training to cashew processors from 8 countries in East and West Africa. The primary objective of this training program is to address the underlying causes of underrepresentation of female workers in supervisory and management roles of cashew processing facilities and the need to upgrade workers' skills. Supervisors and managers will be equipped with skills to prevent discrimination in the work place and build the expertise and confidence of the female workforce to attain supervisory and management roles. It is expected that by the end of 2016, at least 5 management teams and 75 female workers will have been trained on the program.
2. To handle the main task of implementing the program, ACA is hiring a consultant who will be based in East Africa (Mozambique, Kenya or Tanzania) to design and deliver this training over the projected period.
3. The consultancy services included under this project are as follows:

(i) Advisory on ACA training curricula:

ACA has an extensive training record with regards to technical and food safety contents. In the course of ACA's trainings which routinely concern predominantly women workers, no gender specific methods or tools are used. The consultant will advise the ACA technical team with regards to the gender element of their trainings and propose an amendment of contents if required.

(ii) Workshops and Seminars:

The consultant will train

- (i) The management of the processing facilities on gender issues; and
- (ii) The employees of the processing facilities to raise awareness for gender topics.

4. African Cashew Alliance (ACA) invites eligible and interested consultants to indicate their interests in providing the required services. Interested consultants shall provide information on their qualifications and experience demonstrating their ability to undertake this assignment. The consultant must provide a CV, certificates, other documents detailing their experience. The expected duration of the assignment is eighteen (18) months with a possible start date of 21st October, 2015.
5. Evaluation of EOI will be based on the following evaluation criteria :
 - i. Capability and Experience of the Consultant
 - ii. Key Professional skills of the consultants
 - iii. Experience in Similar Industry
 - iv. Experience in Similar assignments

6. The eligibility criteria, establishment of the short list and the selection procedure shall be in conformity with the African Development Bank's ***"Rules and Procedures for the Use of Consultants"*** (May 2008 Edition, Revised July 2012, which is available on Bank's website <http://www.afdb.org>. Please note that interest expressed by a Consultant does not imply any obligation on the part of the Bank to include him/her in the shortlist.
7. Interested consultants may obtain further information at the address below during office hours 08:00 to 17:00 hours local time, Mondays to Fridays excluding public holidays.
8. The deadline for submission of EOI will be 17:00 (GMT) on the 4th of September 2015.
9. Expressions of interest must be delivered to the address below:

African Cashew Alliance
Attention: Mr. Kingsley Mensah,
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PMB 35A- Osu
Accra – Ghana
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Email: kmensah@africancashewalliance.com