



JOB OPENINGS

Job Type: **Project**
Location: **Akwa Ibom**
Application Deadline: **10 October 2021**

List of openings

- Monitoring and Evaluation Consultant
- Fishery and Aquaculture Consultant
- Soil and Crop Scientist
- Food and Nutrition Consultant

METHOD OF APPLICATION

All qualified and interested candidates should forward their CV (*not more than 3 pages*) with a Cover Letter to career@acaedf.org using the Job title as the email heading.

ORGANIZATION BACKGROUND

African Children's Aid Education and Development Foundation (ACAEDF) is a leading non-profit/non-governmental organization working to promote and protect the rights and well-being of children (and young persons) across Africa. Since its inception in 2014, the organisation have been mobilizing people and resources to advocate, protect, proactively provide interventions especially against child witch branding and other forms of abuses. Over the years, the organization rescue and shelter homeless children, provide quality education both to sheltered children and those on Home-based Support for community-based children. ACAEDF have to date successfully salvaged over 234 children by rescuing, providing rehabilitation which includes education, psychosocial, healthcare, and nutrition. ACAEDF works towards providing reintegration with children rehabilitated as change-agents in the community. While some of the beneficiaries have been reunified/reintegrated into the society (with some still drawing support from ACAEDF), others – about 80 are directly under the organisation's care. They are accommodated in the facility (Land of Hope –a well-constructed purpose-built children care center that is equipped with hospital, skill/vocational training center, library, children's parliament, sporting/recreational facilities, etc).

ACAEDF aspires for a society free of all forms of child abuse.

OVERVIEW OF THE PROJECT

The SF4SM project seeks to make school farms a tool in provision of nutritious school meals for children in an effective and skills developing approach for both the children and partners hence the development of a user-friendly curriculum for crop farm and fish production practice. The SF4SM approach is a partnership critical project as home-grown school feeding projects are known to be partnership intensive, and collaborations are critical to achieve deliverables. The School Farm for School Meals (SF4SM) project identified 30 partners using an assessment of Relevance in terms of capacity, facility and commitment scale of importance to this project.

The SF4SM project seeks to achieve and innovate school meal at 100 Naira a meal using produce from school farms. The Federal Government funded HGFSF programme to feed 4.2 million pupils of primary one to three as of 2016, each pupil was to receive a meal worth NGN 70 (0.27 USD) for 200 school days (Partnership for Child Development 2016) to look at the previous national cost of providing a school meal which stood at seventy Naira a meal in 2016 and with current inflation rate roving between 18% to 22% as of May 2021 our benchmark for an adequate school meal is 150 Naira. There are advocacy efforts asking that NGN70 per meal be raised to NGN 200. A reduction in cost of school meals is a key achievement SF4SM seeks to bring to the table and alternative models to food security on HGFSF programmes discuss.

OBJECTIVES THE PROJECT

1. To develop a user-friendly curriculum for sustainable school farm practice that can provide up to 60% school meals in 2021/2022
2. Implement crop production and mini fishponds plan to feed 1500 children daily for 65 days
3. To provide 97,500 meals in 65 days (13 weeks school period) to 1,500 pupils
4. Develop monitoring and evaluation tools to access outputs and outcomes for the School Farms for School Meals 9 months project

STRATEGIC OBJECTIVES FOR THE FISHERY CONSULTANT

1. To provide guidance and support to building and managing a mini-fish pond over a 9-month period to provide up to 70% of protein needs in school meals in 65 days to 1,500 pupils in 2021/2022.
2. To implement participatory and nutritious fish production plan that can provide 60% of school meals.
3. To introduce fish breeding and sustainable fish feed development methods for 32 small holder fish farmers in 4 communities where participating schools are located.
4. To introduce good management procedures for maximum productivity into fish farm practice using meetings on farm practice day to meet project objectives and improve learning outcomes
5. To adapt a user-friendly curriculum that is children-learning and participatory using/adapting the [FAO/UNESCO](#) school manual for sustainable school mini-fish pond practice in 2021/2022 academic session to suit the Nigerian pond preparation/agricultural methods. Infusing opportunity to improve skills in:
 - a) record keeping
 - b) Arithmetic
 - c) Fish farming/production
 - d) planning
 - e) implementation
 - f) marketing
 - g) sales
 - h) exhibition planning
 - i) fish produce sorting
6. To develop monitoring and evaluation tools to access outputs, outcomes, and communicate learning for the SF4SM 9 months project. Develop assessment and outcome tools to show results for feed behavior, feed consumption, and water quality parameters such as temperature, salinity, and oxygen levels.

REQUIRED EXPERTISE

The Aquaculturist (consultant) must be skillful in:

1. Simplified approach to children participatory techniques.
2. Simplified approach to all activities developed for fish production and learning for pupils.
3. Innovations, like using learning videos, picture-based lessons, story learning, etc.
4. Provide the project manager, stakeholders and pupils with aquaculture management (pond preparation and maintenance, fertilization, liming, feeding, stocking of culturable species, water quality maintenance, aquatic weed and predator control, alternative feed production, value chain development and harvesting, marketing, and record-keeping).
5. Identifying learning opportunities for topics like hatcheries, nurseries, and final grow-out sites using excursion or questioning approach.

RESPONSIBILITIES

He or she will:

- 1) Engage with the project manager and stakeholders to for a 3-day draft curriculum validation and implementation training for 40 school min-fish pond project implementers.
- 2) Assess practice and give skills support for 500 pupils towards pond management for food production.
- 3) Contribute to the communication outputs of producing videos of tangible or innovative practices in policy brief, position papers, etc.
- 4) Manage and operate facilities such as hatcheries, brewery spent drain to produce maggots, nurseries, and final grow-out sites
- 5) Monitor systems and operations in fish behavior, feed consumption, and water quality parameters such as temperature, salinity, and oxygen levels.
- 6) Calculate feeding regimes and make necessary adjustments according to observations and husbandry activities.
- 7) Maintain inventory and order supplies and feed in mini-fish ponds in the 4 schools for the 9 months of the SF4SM project.
- 8) Support basic mini-fish pond installation, repair, and maintenance.
- 9) Work together with the project manager and three other consultants to achieve an integrated curriculum focusing on fish feed development and production, nutrition, communication opportunities and M&E components
- 10) Expose 1,500 pupils across 3 senatorial districts and Onna to skills in planning, record keeping and implementation of mini-fish pond production and management.

DELIVERABLES/EXPECTATIONS

1. Development of curriculum that will improve 1,500 pupils' practice of dietary diversity in agricultural science.
2. Build mini-entrepreneurial skills among stakeholders and 1,500 pupils.
3. Improve knowledge and practice of mini-fish pond by introducing its practice in schools and extension services provided through the SF4SM project.
4. Supervision of fish production projects across 4 schools in the 3 senatorial districts and Onna using scheduled meeting opportunities and keying into school timing.
5. Weekly schedule of critical activities that will enable achievement of project and strategic objectives with persons responsible and timeline.
6. Maintain records in stock, cage or pond movements, splits, and transfers.
7. Implement breeding, children participatory programs and coordinate growing schedules.
8. Prevent and promote a well laid out fish and alternative feed production plan and execution.
9. Work with identified schools to achieve project objectives by establishing good working relations, working order and achieve project deliverables.

MONITORING AND EVALUATION CONSULTANT

STRATEGIC OBJECTIVES FOR M&E CONSULTANT

1. To establish a baseline for the following by taking a baseline data before the onset of school meals:
 - a) 100% of children enlisted on SF4SM BMI taken for all participating children.
 - b) Basic daily meal intake.
 - c) Nutrition habits.
 - d) Monitoring plan for pupils, SIP cooks, crop production, aquaculture, harvest, harvest distribution, meal presentation and distribution.
 - e) Communication channel and plan.
2. To develop a monitoring, Evaluation and Learning Communication channel and plan covering inputs, outputs for crop and mini-fish pond, harvesting, distribution, number of SIP meals prepared, and biometrics of pupils developed.
3. To give adequate monitoring and evaluation training to engaged stakeholders and/or consultants to ensure project deliverables.

REQUIRED EXPERTISE

The monitoring and evaluation (consultant) must be skillful in:

1. Qualitative and quantitative data analysis that can purposed for communication, e.g policy brief, position paper, etc.
2. Complex data management and organization and developing monthly reports on SF4SM project requirements.
3. Performing a variety of conceptual analyses required for the formulation, administration and evaluation of SF4SM projects.
4. Having experience with communication, dissemination, result presentation methods on projects.
5. Knowledge of simple methods of designing and implementing monitoring systems.
6. Monitoring templates for project activities such as SIP cooks, crop production, aquaculture, harvest, harvest distribution, meal presentations and distribution and progress towards anticipated results.

RESPONSIBILITIES (HE OR SHE WILL):

- 11) Work together with the project manager and three other consultants to achieve an integrated curriculum focusing on fish feed development and production, communication opportunities and M&E components.
- 12) Support a 3-day data collection visit across the 4 participating schools of pupil's biometrics at baseline.
- 13) Support the nutritionist to capture at baseline and end-line, critical data on nutrition for children enrolled in HGSF.

- 14) Support the nutritionist on code numbers to 1,500 children in the 4 participating schools to enable them validate meal quality, baseline, and end line assessment to measure outcomes.
- 15) Train field operation assistants on skills in tracing and data aligning, results mapping, qualitative and emerging trends capturing.
- 16) Train field staff in monitoring and evaluation process and providing ongoing coaching to small holder farmers for optimization of value chain produce and home-grown school feeding
- 17) Develop monitoring and evaluation plan/templates to capture inputs, processes and outcomes for the SF4SM project.
- 18) Engage with the project manager and stakeholders for a 3-day draft curriculum validation and implementation training for teachers, farmers, government agencies, partners, 28 SIP cooks on food hygiene, safety, innovation of crop to meals preparation, and measurement and delivery.
- 19) Develop reporting templates for nine (9) months projects for all critical outcomes.**
- 20) Track the academic performance of 1,500 pupils across the 4 selected schools to identify if there is any improvement during the period of the SF4SM project.

DELIVERABLES/EXPECTATIONS

10. Submit and use the code numbers from 1,500 children in the 4 participating schools to enable sponsor, stakeholders and project implementers validate meal quality, baseline, and end line assessment to measure outcomes.
11. Strategically utilize communication channels to promote various aspects and results from the SF4SM project.
12. Bring knowledge, service, and ease of accessibility to innovation that is verifiable and easy to use to 50 community interested persons in the participating schools through agriculture extension services.
13. Capture the percentage increase in attendance and decrease in drop out of 1,500 pupils at end line data collection.
14. Weekly schedule of critical activities that will enable achievement of project and strategic objectives with persons responsible and timeline.
15. Work with identified schools to achieve project objectives by establishing good working relations, working order and achieve project deliverables.

REPORTING REQUIREMENTS

1. Development of Key Performance Index (KPI) for all major project components.
2. Development of a reporting template that meets donor and ACAEDF requirements.
3. Strategic contributions to project sustainability and outputs.
4. Development of indicators that are children and education friendly on a gardening and nutrition project.
5. Mainstream monitoring and evaluation into communication plan and deliverables.
6. Work with the project manager, nutrition, mini-fish pond production and management, crop production and management consultants to develop manual and appropriate monitoring and evaluation indicators for the SF4SM project.

7. Work with SUBEP Planning Research and Statistics (PRS) on the Home Grown School Feeding (HGSF) Programm indicators that will be suitable for SF4SM project and key into the national HGSF project.
8. Develop indicators that will be able to identify lessons learnt, opportunities for sustainability and partnerships.

FOOD AND NUTRITION CONSULTANT

STRATEGIC OBJECTIVES FOR FOOD NUTRITION CONSULTANT

7. To provide 97,500 quality meals (13 weeks school period) in 65 days to 1,500 pupils in 2021/2022 across the 4 participating schools.
8. To give adequate training to SIP cooks/women on food hygiene, safety, innovation of crops to meals preparation, measurements and delivery using meetings on food nutrition practice to meet project objectives and improve learning outcomes.
9. To mark World Food Day (October 16th) and World Education Day (January 24th) with SIP cooks/ benefitting pupils and assist both to identify resources for continuing access to sound food and nutrition information.
10. To implement participatory and nutritious food plan that can provide 60% of school meals.
11. To adapt a user-friendly curriculum that is children-learning and participatory using/adapting the FAO/UNESCO school manual for sustainable food nutrition practice in 2021/2022 academic session to suit Nigerian agricultural methods. Infusing opportunity to improve skills in:
 - j) record keeping
 - k) Arithmetic
 - l) Family education and involvement
 - m) Healthy nutrition culture
 - n) Community involvement efforts
 - o) planning
 - p) implementation
 - q) marketing
 - r) exhibition planning
12. To develop monitoring and evaluation tools to access outputs, outcomes, and communicate learning for the SF4SM 9 months project. Develop assessment and outcome tools to show results for improved dietary habits, increased fruit and vegetable consumption, improved weight status (BMI), and increase in nutrition knowledge.

REQUIRED EXPERTISE

The food nutritionist (consultant) must be skillful in:

6. Ability to use children's participatory techniques for nutrition learning activities.
7. Simplified approach to facilitation, classroom management for nutrition learning.
8. Development of innovative nutrition materials using videos, picture-based lessons, story learning, etc.
9. Development of a standard meal plan using 70% crops produced by schools and 30% of supplementation.
10. Simplified communication of complex meal plan and facilitate and competence of SIP cooks in meal preparation and dietary nutrition requirement.

11. Creation of the best formula to fuel the growth and development of 1,500 pupils in 4 schools.
12. Identifying learning opportunities and integrate into curriculum as it relates to nutrition for identified school children.

RESPONSIBILITIES (HE OR SHE WILL):

- 21) Test and determine the dietary needs of 1,500 pupils in 4 schools in 3 senatorial district and Onna.
- 22) Stay up to date with the latest trends and research findings related to food nutrition for children of primary school age.
- 23) Work with the project manager and M&E consultant to develop a qualitative and quantitative assessment of a meal plan according to the requirements of the SF4SM project.
- 24) Assist in message development and production of 8 videos showcasing balanced innovative meals involving children and cooks.
- 25) Develop and mentor on maintenance of inventory and order supplies of food in the 4 schools along with the project manager and the M&E consultant for the 9 months of the SF4SM project.
- 26) Innovate and take part in nutrition education activities like:
 - a) Presentations
 - b) Cooking classes
 - c) Food preparation demonstrations
 - d) Field trips (where applicable or necessary)
 - e) Plays or panel discussions with pupils or stakeholders
 - f) Planning and/or evaluating menus,
 - g) Food tasting sessions
- 27) Support teachers on methodologies to facilitate improved nutrition knowledge, composition and diversity among pupils using child participatory approaches.
- 28) Work together with the project manager and three other consultants to achieve an integrated curriculum focusing on fish feed development and production, communication opportunities and M&E components
- 29) Expose 1,500 pupils across 3 senatorial districts and Onna to skills in measurement, planning and exposure to methods and healthy practices in food nutrition.
- 30) Make contributions that can enable strategic communications, like in the development of policy briefs, position papers, etc.

DELIVERABLES/EXPECTATIONS

16. Help 1,500 pupils in 4 schools understand the effect of nutrients on their overall health and provide adequate knowledge and skills necessary to make healthy food choices.
17. Work with SUBEP PRS, M&E consultant, and project manager to monitor SIP women's operation to ensure conformity to nutritional adequacy, safety, hygiene, sanitation, and the maintenance of quality standards across the 4 selected schools.
18. Build mini-entrepreneurial skills among SIP cooks and pupils.

19. Develop simplified implementation of weekly schedule of critical nutrition activities that will enable achievement of project and strategic objectives with persons responsible and timeline.
20. Create positive attitudes toward good nutrition and physical activity and provide motivation for improved nutrition among SIP cooks/women and SF4SM lifestyle practices conducive to promoting and maintaining the best attainable level of wellness for 1,500 pupils.
21. Create a well laid out food and nutrition plan and targets and link them to outputs in developed curriculum.
22. Work with identified schools to achieve project objectives by establishing good working relations, working order and achieve project deliverables.
23. Identification of learning opportunities, good practices, best approaches to innovation that can be promoted in the communication plan.

CROP SCIENTIST

STRATEGIC OBJECTIVES FOR CROP SCIENTIST

1. To develop and implement a crop production plan that can provide 60 – 70% of school meals for 1,500 pupils in 2021/2022.
2. To provide and support SF4SM stakeholders with sufficient information to implement crop production plan to feed 1,500 children daily for 65 days.
3. To adapt a user-friendly curriculum using the FAO school gardening manual for sustainable school farm practice in 2021/2022 academic session to suit the Nigerian farm practice methods.
4. To develop monitoring and evaluation tools to access outputs, outcomes, and communicate learning for the SF4SM 9 months project.

REQUIRED EXPERTISE

The crop scientist (consultant) must be skillful in:

1. Develop child participatory methods that can aid execution of planning and implementation of food production.
2. Soil management and crop management and planting techniques.
3. Record keeping adaptation for teachers and pupils.
4. Work with the M&E consultant, other consultants and the project manager to develop appropriate food plan.

RESPONSIBILITIES (HE OR SHE WILL):

- 1) Draft 1 copy of a curriculum from the 4 days curriculum development meeting.
- 2) Have a 3-day draft curriculum validation and implementation training for 40 school crop project implementers (schools' teachers and school assistants).
- 3) Improve farm methods and production of cucumber, sweet potato, maize, pepper, tomatoes, cocoyam, and fluted pumpkin breeds to meet the SF4SM target.
- 4) Study characteristics of cucumber, sweet potato, maize, pepper, tomatoes, cocoyam, and fluted pumpkin to understand how they grow in different soil in the 4 SF4SM schools and develop resistance to pests and diseases that might affect the crops.
- 5) Have 24 meetings on school Farm Garden to assess Practice and give skill support for 500 pupils towards school garden.
- 6) Expose 1,500 pupils across 3 senatorial districts and Onna to skills in measurement, planning and exposure to methods in crop management.

DELIVERABLES/EXPECTATIONS

1. Improve the reach of agriculture extension services to bring knowledge, service, and ease of accessibility to innovation that is verifiable and easy to use to 50 community interested persons in each location.

2. Supervision of crop production projects across 4 schools in the 3 senatorial districts and Onna
3. Development of curriculum that will improve 1,500 pupils' practice of dietary diversity in agricultural science.
4. Labelling of allocated schools' land to be cultivated according to project plan with stipulated records filled according to schedule for planting, weeding, nursery, transplanting, land preparation, fertilization etc
5. Cultivation of portion of land and inputs linked to yield with planting plan and student activity schedule from adapted user-friendly curriculum.
6. Cultivation of an acre of land in each of the four selected schools and cultivating 7 crops with a crop production plan and yield target

REPORTING REQUIREMENTS

9. Development of Key Performance Index (KPI) for all major project components.
10. Development of a reporting template that meets donor and ACAEDF requirements.
11. Strategic contributions to project sustainability and outputs.
12. Development of indicators that are children and education friendly on a gardening and nutrition project.
13. Mainstream monitoring and evaluation into communication plan and deliverables.
14. Work with nutrition, mini-fish pond production and management, crop production and management consultants to develop manual and appropriate monitoring and evaluation indicators for the SF4SM project.
15. Work with SUBEP Planning Research and Statistics (PRS) on the Home-Grown School Feeding (HGSF) Programme indicators that will be suitable for SF4SM project and key into the national HGSF project.
16. Develop indicators that will be able to identify lessons learnt, opportunities for sustainability and partnerships.