**Terms of reference**

***Project to strengthen the competitiveness of the honey sector in Zimbabwe (“ZIM-BEE”)***

1. **General information**

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| Assignment name | Conduct training in Modern Beekeeping Techniques and Environmentally friendly beekeeping techniques  |
| Beneficiary | 455 Beekeepers in Matebele North, Manicaland and Mashonaland west |
| Country | Zimbabwe |
| Total estimated number of days | 20 working days. |
| Deadline for submission | 30th June 2025 |

1. **Context and justification of the need**

Expertise France is the French agency for international technical cooperation and it’s a member of the AFD Group (French Development Agency). As the second largest development agency in Europe, it designs and implements international cooperation projects that aim to sustainably strengthen public policies in key areas of development. Together with its partners, it contributes to achieving the Sustainable Development Goals (SDGs).

As part of the implementation of the ZimBEE Project which aims to strengthening the honey value chain sector in Zimbabwe, Expertise France is recruiting **a consultant specialized in training farmers on modern beekeeping techniques and environmentally friendly beekeeping techniques** (pollination, maintenance of honey plants, water management, use of pesticides, reduction of the eco-busting, protection of endemic) to offer consultancy services inform of capacity building for the 455 identified beneficiaries.

Beekeeping is a vital source of livelihood for rural communities and plays a crucial role in biodiversity through pollination. However, unsustainable practices, poor environmental management, and limited access to modern techniques have reduced productivity and endangered bee populations. This consultancy seeks to equip targeted beekeepers with the skills to practice modern, sustainable, and environmentally friendly apiculture that enhances honey yields while conserving ecosystems.

1. **Project Description’s**

The ZimBEE project aims to contribute to the sustainable development of the honey value chain, unlocking its potential for: a) reducing vulnerabilities among rural populations, and b) generating exports of higher value-added products. Implemented by Expertise France in collaboration with ZimTrade, the project covers three apicultural clusters comprising 455 producers and is structured around three components:

1. Strengthening the capacities of ZimTrade,
2. Establishing a “Center of Excellence” for honey research, studies, and analysis, and
3. Supporting the structuring of the apiculture sector, with a strong focus on women, under the supervision of ZimTrade, in order to improve the sector’s overall functionality.

Expected Project Impact:

* Improvement in living conditions for populations in the 3 beneficiary clusters:
* 455 honey producers adopt sustainable and environmentally friendly beekeeping practices through training and the provision of equipment, leading to improved living conditions through increased incomes.
* Additionally, honey production in the three clusters increases in both quantity and quality, with new markets and derivative products being developed, thereby fostering diversification of local production. This diversification contributes to the creation of decent jobs within the three beneficiary clusters.
1. **Terms of References (TORs)**
	1. **Mission description**

These ‘Terms of Reference’ aim to recruit a consultant specialized in Training in Modern Beekeeping Techniques and environmentally friendly beekeeping techniques (pollination, maintenance of honey plants, water management, use of pesticides, reduction of the eco-busting, protection of endemic to support the objectives of the Zim-BEE project.

* 1. **Objectives of the Assignment**
* Build capacity of beekeepers in modern beekeeping techniques and sustainable apiary management.
* Promote environmentally friendly practices such as pollination management, preservation of honey plants, sustainable water use, and reduced chemical use.
* Raise awareness on protecting endemic species and minimizing ecological disruption (eco-busting).
	1. **Scope of Work**
	Under the supervision of the Project Manager, the consultant will:
1. Conduct a needs assessment of existing beekeeping practices and environmental challenges in the target areas.
2. Develop a training curriculum on modern and eco-friendly beekeeping techniques, including:
* Hive management and honey harvesting
* Pollination techniques and benefits
* Maintenance and protection of nectar-producing (honey) plants
* Sustainable water usage in apiary environments
* Safe use and alternatives to chemical pesticides
* Protection of endemic bee species and ecosystems
1. Deliver at least 3 hands-on training workshops for beekeepers and extension officers
2. Develop and distribute a simplified training manual in English.
3. Provide technical advice for integrating environmental safeguards into ongoing apiculture activities.
4. Submit detailed reports including pre/post assessments and recommendations.
5. **Expected Deliverables**
* Inception report outlining methodology and work plan
* Training curriculum and facilitation materials
* Training manual (digital and printable)
* Three training sessions conducted
* Final report summarizing activities, participant feedback, and recommendations
1. **Duration and Timing**

The assignment will be implemented for 20 working days in a period of 3 months in Zimbabwe.

1. **Required expertise and profile**
* Advanced degree in Apiculture, Environmental Sciences, Agriculture, or related field
* Minimum of 3 years’ experience in delivering community-based trainings
* Proven experience in apiculture and training in modern beekeeping.
* Demonstrated ability to deliver community-level training.
* Experience in procurement and distribution of agricultural inputs.
* Fluency in English and local language(s) is an added advantage
1. **Assignment reports**

The assignment will be implemented in Matabeleland North, Manicaland, and Mashonaland East, with field travel as needed for training delivery. The Project Manager will serve as the primary focal point throughout all phases of the project.

1. **General information**

The consultant shall propose a budget inclusive of professional fees, travel, accommodation, and training materials.

* 1CV;
* A financial offer