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**Training of Trainers sessions in Wildlife & Landscape management  
and organization of industrial field visit**

**Output 2:** The training offer in the RP Kitabi college is strengthened  
and more attractive

**Specific objective 2.1:** The quality of vocational training provided in  
RP colleges is significantly raised

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Estimated number of working days	41 days
Estimated period of face-to-face services	29 days

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## **I. CONTEXT / PROJECT**

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

The Government of Rwanda and Agence Française de Développement (AFD) signed 5 years grant/loan agreements on 8th March 2023 to implement AFTER II Project (Appui à la Formation Technique et l'Emploi au Rwanda), with cofinancing from the Luxembourg government. AFTER II aims to improve technical and vocational education and learning conditions in order to strengthen the skills of youth in line with labor market requirements. Project management will be provided by two contracting authorities: Rwanda Polytechnic (RP) for colleges-related interventions, and Rwanda TVET Board (RTB) for TVET schools-related interventions, through their respective Single Projects Implementation Unit (SPIU).

Expertise France will provide technical assistance to the project implementation. Short and long-term expertise are mobilized on the basis of a technical offer validated by AFD, with the agreement of the Rwandan party.

On RP side, the beneficiary institutions are RP Karongi and Kitabi colleges located in Karongi and Nyamagabe Districts respectively. On the side of RTB, the beneficiary institutions are Muhororo and Cyanika TVET Schools located in Karongi and Nyamagabe Districts respectively.

### **2. Objectives of the project:**

The main objective of AFTER II project is to reinforce the employability of youth and increase the number of TVET students in Nyamagabe and Karongi districts.

AFTER II project is divided into 4 main components and 2 cross-cutting components:

- Component 1: The RP Kitabi and Karongi colleges and TVET schools of Cyanika and Muhororo campuses are expanded, modernised and environmentally friendly
- Component 2: The training offer in the RP Kitabi and Karongi colleges and TVET schools of Cyanika and Muhororo is strengthened and more attractive
- Component 3: The link between TVET providers and the private sector is strengthened, and employment and entrepreneurship support mechanisms are more efficient
- Component 4: The quality and leadership of RP and RTB as institutions in the TVET sector are reinforced
- Cross-cutting component 5: The TVET programs are more gender-responsive and inclusive and specifically address dropouts of the general education
- Cross-cutting component 6: Greening TVET – TVET programs provide youth with green skills and competencies for sustainable economic growth

### 3. Progress of the activity concerned by the ToR:

One of the program supported within the AFTER II project is Wildlife & Landscape management offered at RP Kitabi college.

The process started by conducting a capacity building need assessment to the instructor of this department based on the curriculum developed by Rwanda Polytechnic. Through this process, we have identified 5 training subjects to be offered by different experts whose profile have been identified in this ToR.

The training will focus on practical skills through Project based methodology and will be organized in different sessions based on the availability of the participants. The period will be from September 2025 to February 2028. An average of 2 training sessions per year will be offered

Through these trainings, RP Kitabi college instructors will be skilled enough to deliver practical lessons to their students that will lead to the production of competent graduates based on the labor market requirement.

## II. OBJECTIVE AND EXPECTED RESULTS OF THE MISSION

### 1. General objective:

The objective of the assignment is to reinforce the practical skills of ten (10) instructors from RP Kitabi college to upgrade their practical skills and enable them to improve the delivery of practical lessons based on the following modules:

Level 6	Level 7	Level 8
Animal diversity	Wildlife collections Management	Application of conservation technologies
Animal dynamics	-	
Wildlife monitoring and protection	-	
Wilderness Survival Techniques	-	

## 2. Specific objectives:

At the end of each training session mentioned in the table below, participants shall be able to perform the task mentioned in the expected outcome.

Nº	Training title	Expected outcome	Number of days for training	Days for preparation and reporting
1	Animal diversity conservation <i>(Related module is: Animal diversity)</i>	1. Apply conservation of fish 2. Apply conservation of herptiles 3. Apply conservation of birds 4. Apply conservation of mammals 5. Apply conservation of insects	9	3
2	Analysing Population Dynamics: Trends, Models, and Implications <i>(Related module is : Animal dynamics)</i>	1. Monitor animal behaviour 2. Assess the wildlife's health 3. Inspect animal feeding habits in the wild 4. Investigate animal population dynamics	3	2
3	The use of MIST and SMART software in wildlife monitoring and protection; Advanced Technologies for Environmental Stewardship and Data analysis tools/software <i>(Related module are: Wildlife monitoring and protection; Application of conservation technologies; Research methodology)</i>	1. Conduct patrolling activities 2. Operate tools in wildlife monitoring and protection 3. Manage wildlife monitoring data 4. Explain the use of conservation technologies in wildlife management 5. Apply conservation technologies in wildlife management 6. Develop IoT-based environmental monitoring project 7. Identify research gaps and research design 8. Conduct sampling and data collection 9. Analyse data and report	11	3

4	Fundamentals of Wilderness Resilience: Essential Survival Techniques for Outdoor Adventures <i>(Related module is: Wilderness Survival Techniques)</i>	1. Apply wilderness communication techniques 2. Apply field navigation and wilderness techniques 3. Apply first aid and survival techniques	3	2
5	Best Practices in Wildlife Collections Management <i>(Related module is: Wildlife collections Management)</i>	1. Collect plant specimens 2. Manage plant collections 3. Collect animal specimens 4. Manage animal collections	3	2

### 3. Anticipated results

The following anticipated result are expected at the end of each training session that will be organised:

- RP Kitabi college Instructors will upgrade their hands-on skills on each subject trained
- RP Kitabi college Instructors will improve the teaching of practical lessons
- RP Kitabi college Instructors will gain knowledge and skills to operate different software
- The skills offered to students in Wildlife & Landscape management program will be enhanced through practical lesson
- Students will be familiar with the use of different software used in Wildlife & Landscape management

### 4. Description of the assignment

Expertise France is supporting Rwanda polytechnic in the AFTER II project implementation. In this framework, Expertise France will recruit individual experts/Company to support the delivery of training of trainers in Wildlife & Landscape management program for RP Kitabi college based on the RP curricula from level 6 to level 8 and organise field visit where needed. The methodology to be used during these training session is **project based learning**

**Applicants are allowed to apply for one or more training sessions based on their expertise.** They should clearly indicate in the application letter which training they are applying for.

The expert to deliver the training will work under the supervision of the Component manager at Expertise France.

## 5. Place, duration and terms of performance

- a. **Implementation period:** September 2025 to February 2028
- b. **Start date:** The exact dates for each training session will be defined at a later stage based on the availability of participants and Experts
- c. **End date:** to be defined later
- d. **Effective duration per assignment:** see table below
- e. **Schedule/programme:** see table below

*The provisional programme for assignment implementation is as follows:*

Activity	Place	Period	Duration (man/days) Expert 1:
1. Training on Animal diversity conservation	Kitabi or in different districts of Rwanda	To be defined later	12 days (9 days for training and 3 days for preparation and reporting)
2. Training on Analysing Population Dynamics: Trends, Models, and Implications	Kitabi or in different districts of Rwanda	To be defined later	5 days (3 days for training and 2 days for preparation and reporting)
3. Training on The use of MIST and SMART software in wildlife monitoring and protection; Advanced Technologies for Environmental Stewardship and Data analysis tools/software	Kitabi or in different districts of Rwanda	To be defined later	14 days (11 days for training and 3 days for preparation and reporting)

4. Training on Fundamentals of Wilderness Resilience: Essential Survival Techniques for Outdoor Adventures	Kitabi or in different districts of Rwanda	To be defined later	5 days (3 days for training and 2 days for preparation and reporting)
5. Training on Best Practices in Wildlife Collections Management	Kitabi or in different districts of Rwanda	To be defined later	5 days (3 days for training and 2 days for preparation and reporting)

## 6. Assignment reports

For each training session, a report following the model provided must be forwarded by e-mail on conclusion of the assignment

The analysis of pre and post-test to assess the impact of the training shall be conducted and each participant shall fill a training satisfactory evaluation form to assess different aspect of the training (Organisation, delivery, logistic, etc.)

## III. REQUIRED EXPERTISE AND PROFILE

The table below provide a required profile for each expert based on the training title. The applicants should specify proposed experts per each training session

N°	Training title	Required qualification
1	Animal diversity conservation	<ul style="list-style-type: none"> <li>• At least a Master's degree in Wildlife and Landscape Management or a related field.</li> <li>• Minimum of 5 years of working experience in the Wildlife and Landscape Management industry, Forestry or conservation industry</li> <li>• Demonstrate experience in training/mentoring in the Wildlife and Landscape Management sector.</li> <li>• Fluency in English, with excellent verbal and written communication skills.</li> <li>• Excellent computer skills.</li> </ul>



2	Analysing Population Dynamics: Trends, Models, and Implications	<ul style="list-style-type: none"> <li>• Minimum of a Master's degree in Conservation Biology or similar.</li> <li>• 5 years of working experience in National Parks or Conservation industry.</li> <li>• Demonstrated experience in training/mentoring in the Wildlife and Landscape Management sector</li> <li>• Fluent in English with excellent verbal and written communication skills.</li> <li>• Excellent computer skills</li> </ul>
3	The use of MIST and SMART software in wildlife monitoring and protection; Advanced Technologies for Environmental Stewardship and Data analysis tools/software	<ul style="list-style-type: none"> <li>• At least a Master's degree in GIS and Earth observation, Geospatial Sciences, Environmental Science, or a related field.</li> <li>• Minimum of 5 years of working experience in the Wildlife and Landscape Management industry or in the Conservation industry.</li> <li>• Fluent in English (excellent verbal and written communication skills).</li> <li>• Demonstrated experience in training/mentoring in the Wildlife and Landscape Management sector.</li> <li>• Excellent computer skills.</li> </ul>
4	Fundamentals of Wilderness Resilience: Essential Survival Techniques for Outdoor Adventures	<ul style="list-style-type: none"> <li>• At least a Master's degree in Environmental Management, Conservation Biology or a related field.</li> <li>• Minimum of 5 years of working experience in National Park or Conservation Research institutions or in the Conservation industry.</li> <li>• Hold a certificate in R software, Python or Biopro professional</li> <li>• Fluent in English (excellent verbal and written communication skills).</li> <li>• Demonstrated experience in training/mentoring in the Wildlife Management.</li> <li>• Excellent computer skills</li> </ul>
5	Best Practices in Wildlife Collections Management	<ul style="list-style-type: none"> <li>• At least a Master's degree in Conservation Biology, Biodiversity conservation or a related field.</li> </ul>

		<ul style="list-style-type: none"> <li>• Minimum of 5 years of working experience in environmental museum.</li> <li>• Fluent in English (excellent verbal and written communication skills).</li> <li>• Excellent computer skills</li> </ul>
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#### IV. DELIVERABLES

The assignment will be subdivided into training sessions, from September 2025 to February 2028. The estimated number of days are 41.

For each training session, the following should delivered:

Deliverables	End date
<ul style="list-style-type: none"> <li>▪ Prepare the training program using the Project's template and submit it for validation to the Component manager;</li> </ul>	10 days before the start of the training
<ul style="list-style-type: none"> <li>▪ Prepare all the material and necessary handouts to be used in the training and submit them for validation to Component manager;</li> </ul>	10 days before the start of the training
<ul style="list-style-type: none"> <li>▪ Prepare pre/post-test and develop the evaluation sheet in line with the guidance of the Component manager;</li> </ul>	10 days before the start of the training
<ul style="list-style-type: none"> <li>▪ Conduct a daily management of the training including daily attendance list;</li> </ul>	During the training period
<ul style="list-style-type: none"> <li>▪ Conduct a pre-test</li> </ul>	Day 1 of the training
<ul style="list-style-type: none"> <li>▪ Deliver the training session using validated materials</li> </ul>	During the training period
<ul style="list-style-type: none"> <li>▪ Conduct a post-test</li> </ul>	Last day of training
<ul style="list-style-type: none"> <li>▪ Organise industrial visit in relation with training where needed</li> </ul>	When needed
<ul style="list-style-type: none"> <li>▪ Provide a written report using the Project's template and send it for validation to the</li> </ul>	5 days after the training

<p>Component manager. The report should contain: An executive summary of the mission not exceeding 2 pages; Descriptive part analytical part (Analysis and recommendations); Programmatic part; Annexes: (Attendance list, content developed, PPT, tools, Result of pre and post evaluation; Training Satisfactory evaluation; Pictures</p>	
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## **V. COORDINATION**

The Hired expert or company representative shall nominate a contact person for project implementation purposes

A launch meeting shall be held 2 days after the contract award has been notified. Close collaboration must take place with the contact person from assignment preparation right up to completion. Furthermore, regular exchanges must take place with the contact person on assignment progress and any difficulties that may be encountered.

## **VI. HOW TO APPLY**

For interested candidates, apply through the link below:

[https://expertise-france.gestmax.fr/13618/1/expert-in-wildlife-and-landscape-management-to-deliver-training-of-trainers-sessions-h-f/en\\_US](https://expertise-france.gestmax.fr/13618/1/expert-in-wildlife-and-landscape-management-to-deliver-training-of-trainers-sessions-h-f/en_US)

The deadline for application is 15<sup>th</sup> August 2025.