



ToR National Federation of Farmers Co-Facilitator

Introduction

The National Federation of Farmers represents the largest network of farmers and farmer's organizations in the country as it has inherited all the institutional memory and experience from the Federation of Farmers of RM. It unites the effort of 43 local farmers' organizations and cooperatives, representing the voice of more than 3.000 members and cooperating with almost all key players in the agriculture and agribusiness sector.

The National Farmers Federation has expanded its scope of action. This means that besides farmers, agricultural associations, agricultural cooperatives, the organization will continue to work on strengthening and supporting vulnerable categories in rural areas, greater support for young people and women, as well as their direct involvement in the development of agriculture through decision-making and active action.

In addition to agriculture, one of the main focuses of the organization is the rural development, ie dealing with the problems and challenges that the rural population faces, such as poverty and limited approaches of the rural population to health services, education, information, law and decision-making power.

The main pillar of action is lobbying in the direction of defining the problems from the field and by joint work and analysis will be presented in front of the competent institutions for finding a common solution, which is in the interest of the farmers and the welfare of our entire country.

The focus of the National Farmers' Organization, which will continue to function under the slogan "Together for success" and the logo that symbolizes the labor and production of our farmers, is solving the biggest problems, and that is placement and quality production. The mission of the rebranded organization is the ORGANIZED FARMER LEADER IN THE AGRICULTURAL AND RURAL DEVELOPMENT OF THE REPUBLIC OF MACEDONIA. The vision to which we strive is - PROFITABLE AGRICULTURE - STABLE VILLAGE.

The Project

The project "Organizational development of NFF and improved market linkages for the small farmers and producers from rural areas aiming at increased income" is supported by Sida and We Effect.

The expected outcomes of the project are the following:



Outcome 1. Rural enterprises, small farmers/producers grow and provide more income and employment opportunities for the people from the rural area, women and youth in particular. The focus here will be on facilitating access to the market for actors that empower rural women and youth. Currently market linkages for sales of products are broken for small farmers/producers, leading to low income of the rural target group, pushing them into poverty.

The expected outputs include: 1) Small farmers and producers in the rural market systems have increased income, 2) Facilitated access to the market for enterprises that empower rural women and youth, 3) Promoting "agriculture as a business", increased access to the market for small producers, increased promotion of produce. The activities will be focused on:

- Improvement of market linkages for small scale farmers. This would involve a focus on improving the competitiveness by diversifying the production, increasing the number of market linkages, adopting protocols for direct and online sales as well as learning from study visits.
- Increase consumer awareness for domestic agriculture products. This would involve activities for penetrating/increasing domestic agriculture products in the formal sales system, campaigns for domestic products and cooperation with consumer organizations. This would be measured through the value of sales and contracts signed.
- A sustainable business model pilot in the food supply chain. This would include piloting a model to support rural people, including the most marginalized groups, formal and informal groups members, local communities such as small processors of agricultural products, caterers, farmers, or vulnerable groups.

Outcome 2.

Increased organizational capacities and financial sustainability of NFF.

As membership based organization NFF represents the interests of farmers and rural population in the country. It has developed paid membership system where there is a set of free services to which only members are eligible. In the last few years as a result of the previous Institutional Development to NFF Project, the organization has improved its internal organization, management, introduced procedures, book of rules, book of conduct and other administrative and management tools that improved the performance and the impact of our work. Nevertheless, the organizational capacities need further support to be maintained and permanently developed, and the financial sustainability is still an issues, since the portion of membership in the annual revenues, even though increasing, represents below 5%. The organizational development and financial sustainability are crucial to continue with the lobby and advocacy activities and develop new services to provide new sources of income.



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Function: Co-Facilitator for the P9408- Organizational development of NFF and improved market linkages for the small farmers and producers from rural areas aiming at increased income

Reporting to: NFF Project Manager, Executive Director

Roles and Responsibilities: Within the context of the agreement of collaboration with We Effect the Co-facilitator assumes the following tasks and responsibilities:

- Preparation, organization and implementation of all field activities as agreed with the Organizational Coordinator/Project Manager of P9408;
- Identification of the needs, challenges, potentials and strengths of the specific agriculture sector needs, by different production groups and type of organization of producers;
- Communication with the local level stakeholders on the request and plan by the Organizational Coordinator/Project Manager of P9408 in regards to project implementation;
- Collection of specific information, data through different survey methodologies proposed from the field in relation to project needs;
- Work with the most deprived and marginalized groups including women, youth and people with disabilities in rural areas;
- Full aware of the gender equality concept and its practical tools in the implementation of the activities;
- Travel to the required areas for implementation of the field activities;
- Logistics organization, coordination, evaluation of the on-field activities;
- Local administration in relation to travel logs documentation, list of participants, preparation of short reports;
- Participate to the trainings and workshops as foreseen by the Project Implementation Unit on the MSD approach;
- Provide other technical support on the request of Organizational Coordinator/Project Manager of P9408 and the Executive Director;
- Ensure strict adherence and compliance to NFF systems, policies and procedures;



Degree of dedication:

The Co-facilitator of the project P9408 will work from 09.04.2022 till the end of the contracted period 31.12.2022.

The works will be performed on the field and/or home office in the hours between 08:00 to 17:00 in total from Monday to Friday with a total engagement of 70% work time till end of April 2022 and 100% work time from May till the end of December 2022.

ToR Calendar

Month	Activities
April-December 2022	All activities as stated above in the obligations and responsibilities part of the ToR

Obligation

- Accept the rules, regulations and working ethics of donators and NFF;
- Work to carry out diligently, timely and responsibly within the deadlines set;
- To realize positive results in work
- To maintain the working hours foreseen
- To respect the general and individual acts, regulations, guidelines and decisions as a result of the contract between the two organizations, as well as any additional decision adopted by the partnership contract with We Effect and agreed by the parties.
- Respect the internal rules relating to the conduct of internal environment
- Uses technical and material equipment appropriately
- Respect the rules for prevention and protection at work
- Work proactively in solving current problems in organization

Education & Qualifications:



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- Bachelor's degree in Agriculture, Economic and Social Sciences
- Professional working knowledge in accounting software and MS Word, Excel, etc.
- High level of attention to detail and accuracy
- Experience on field visit
- Analytical, report writing and communication skills
- Demonstrates consistency in upholding integrity and ethics
- Acting as a team player and facilitating team work
- Effective communications and interpersonal skills
- Consistently approaches work with energy and a positive attitude;
- Respond positively to critical feedback and differing points of views