



TERMS OF REFERENCE

SUPPORT RECRUITMENT AND SKILLS DEVELOPMENT OF COMMUNITY SCOUTS

Background Information on NRT

The Northern Rangelands Trust is seeking the services of a suitable qualified Organisation registered with the Kenya Security Industry Association (KSIA) to support skill development of Community Conservancy Scouts within NRT member Community Conservancies.

Recruitment: Recruitment will be undertaken in conjunction with and through the respective Community Conservancy Boards. Recruitment will be within the guidelines of the Constitution of Kenya in terms of gender and ethnicity with an aim of identifying suitably qualified individuals who can be trained and developed over a five-year timeframe to work in partnership with Kenya Wildlife Service and the National Police Service in the protection of wildlife under the umbrella of their respective Conservancies.

Skill Development: The Scouts will undertake an initial training at the Kenya Wildlife Service Law Enforcement Academy (KWS LEA) after which they will be working within their respective Conservancies. On return from KWS LEA the scouts will require in situ continuation training provided by the selected organisation based on a pre-set NRT requirement:

1. Scouts are equipped with the knowledge, skills, kit and equipment to counter existing and future wildlife threats.
2. Scouts are able to adapt to and use new technology.
3. Scouts do not become complacent and are continuously challenged.
4. The highest operational standards and motivation are achieved and maintained.
5. Any lessons learned are incorporated into the training as they emerge.
6. Ensure best practice across all locations.
7. Standardized Patrolling, Techniques and Procedures across the Scout teams.
8. Accountability of personnel with regards to legal aspects and duty of care from a management perspective.
9. Training on and implementation of the NRT Standard Operating Procedures.
10. Legal training of Community Scouts to promote effective law enforcement and respect of human rights
11. Refresher training of Community Scouts every 6 months to ensure operational effectiveness and safety.
12. Earth ranger software template and analysis
13. Compliance with government statutory requirement – certificate of good conduct.



14. Maintaining training database on all scouts training covering the curriculum details and individual performance.

This will be achieved through the following training courses:

1. Pre-Selection
2. Selection
3. Operations Room Training and Earth Ranger Integration
4. Human Rights Training
5. GPS training
6. Standard Operating Procedure (SOP) training
7. Field Operations Course including patrols.
8. Annual Refresher Training
9. Scout Patrol Medics Course
10. Senior Scout Commanders Course
11. Junior Scout Commanders Course
12. Scene of Crimes Training
13. Community and stakeholders relations training.

The training will be required over a 5-year period post selection and will require a strong emphasis on continuity and maintaining effective conservation skills.

Application Requirements

Application materials shall include:

- Profile for the consultancy firm showing previous work in the area of intervention (Show 3 previous contracts of similar undertaking)
- A written response to this TOR in terms of a proposal detailing the technical understanding of the task, proposed methodologies of the assessment, expected activities and deliverables, proposed work plans with schedule, and financial bids. **The methodology should clearly indicate how the work will be executed in view of the COVID-19 pandemic.**
- Detailed **CVs of all professional (s)** who will work on the evaluation. If there is more than one consultant on the proposed assessment team, please attach a table describing the level of effort (in number of days) of each team member in each of the assessment activities.
- Professional references: please **provide at least three references** from your previous clients and full contact details of the referees.
- The Company **MUST** have a minimum of 5 years training experience
- At least three **brief reports** undertaken of similar programmes and context.



i. Submission

Bidders should submit both technical and financial proposal in clearly marked "Tender No. **NRT/MARCH/04/2021** "Community Scout Skill Development Consultancy"

The Proposal should be addressed as below to reach the undersigned (hand delivery or couriered) by **6TH APRIL 2021** not later than 2pm.

**THE TENDER COMMITTEE CHAIRMAN
NORTHERN RANGELANDS TRUST
LEWA DOWNS
PRIVATE BAG ISIOLO**

NOTE:

- i.** Attach KRA Pin, Tax Compliance Certificate & Certificate of Incorporation.
- ii.** Kenya Security Industry Association (KSIA)
- iii.** Indicate Prices Inclusive of VAT where Applicable.
- iv.** Only successful bidders will be contacted
- v.** Please clearly indicate **NRT/04/2021** on the bid envelope.

Quotation price should be in Kenya shillings