The World Wide Fund for Nature seeks a consultant for a short term assignment on the organization, structuring and capacity building of oil palm Smallholders around the SOCAPALM Dibombari Plantations

Context and Justification

Cameroon plans to import 60,000 tonnes of crude palm oil in 2015 to partially offset supply shortages to industries and households. The government’s long term vision is to increase production to meet this ever expanding domestic demand and to become an oil palm exporting country. The government has expressed her interest to encourage large scale investments into the sector. In the last five years, Cameroon has received demands for lands for oil palm plantations. The risk is that increasing demand for land for oil palm shall definitely increase Cameroon’s deforestation rate as the new demands are likely to be in fragile and intact forest ecosystems. Also this phenomenon may lead to a great reduction of land available to local communities to develop their own farms which in most cases are less than a hectare in size.

There is no doubt that smallholders are important players in the oil palm sector as in Cameroon they occupy an estimated surface area of about 100,000 hectares against the estimated 58,860 hectares by the three large agro-industries with an estimated annual production of 80,000 tons of crude palm oil. This is exclusive of the supervised smallholder plantations with an estimated surface area of 35,000 hectares and an estimated annual production of 30,000 tons of CPO. Though historically there have been smallholding schemes sponsored or supported by the main oil palm growing and producing companies (CDC, PAMOL and SOCAPALM), these schemes have not been fully functional as a result of several reasons which include the absence of a an appropriate collaboration framework. Relationship between the smallholders and the main oil producing companies has in most cases been on individual basis (initially promoted by the FONADER scheme of the 1970s which required smallholder farmers interested to benefit from the scheme to sign individual contracts with the main companies) which makes it difficult for the smallholders to optimize their benefits.

There is no doubt today that there is an interest to revamp the role of smallholders in the oil palm sector and this is well articulated in the process of developing a national oil palm sector strategy. This process is to embrace a broad perspective taking into consideration, social, environmental and economic realities. It is within this broad perspective that WWF Cameroon and other development and conservation partners have been interested to ensure a proper organization of the smallholders to enable them take advantage of these new broad perspective of the sector and to optimize their benefits in their collaboration with the main oil palm companies.

WWF therefore is seeking an experienced expert as a consultant to facilitate the organization process of smallholders into recognized and appropriate legal entities that will contribute in them optimizing their benefits. This assignment shall build on previous field consultations carried out by WWF around the SOCAPALM Plantations in Dibombari, Mbongo and Kienke to sensitize and raise the awareness of the smallholders on the necessity to be better organized.

**Overall objective:**
Assess, sensitize, organize and structure oil palm smallholders around the SOCAPALM Dibombari plantations into smallholder cooperatives.

**What is expected from the consultant?**

- Ascertain the current level of organization of oil palm smallholders of the Dibombari area including their internal challenges as well as challenges in their relationship with SOCAPALM
- Sensitize the smallholders on the different legal forms/entities applicable to grassroots groups in Cameroon and the advantages and disadvantages of each form/entity
- Propose a detailed road map agreed upon with the smallholders for the formation of the selected legal entity
- Carry out all necessary procedures required for the official registration of the selected entity with the appropriate administrative authority
- Carry out a post-formation training on cooperative governance including benefit sharing

**Deliverables**

- A detailed report of the entire process including evidence of effective registration of the group and lessons learned

**Duration and Time Frame**

The assignment will start immediately upon the signature of the contract and shall be for a maximum period of not more than 2 months.

**What you need to apply?**

1. Profile of Consultant(s)

**Skills and Qualifications**
- Extensive experience in working with local communities and especially farmers’ groups
- Proven capacity in business plan development
- Knowledge of group dynamics, governance of community groups
- Administrative and management knowledge.

**Expertise and experience**
- Master’s degree in social sciences and/or any related disciplines
- At least 5 years relevant professional experience in grassroots organization, community development, project development, finance or sustainable livelihoods.
- Excellent communication and stakeholder engagement skills
- Excellent knowledge of English (both spoken and written)
Knowledge of the local languages, socio-cultural setup of the project area in general is an advantage

**How to apply?**

A technical and financial offer should include the following:

- Comments demonstrating understanding of the Terms of Reference;
- A clear statement describing why the consultant is a suitable candidate;
- Outputs of at least two similar assignments;
- Brief curriculum vitae of consultant, highlighting experiences relevant for this assignment;
- A clear methodology/procedure for implementing the assignment;
- A work plan that provides a breakdown and a logical sequencing of activities, including timeframe;
- A description of the deliverables;
- A detailed budget (consultancy fees, travel costs, subsistence allowances, activity costs, etc.), including rates (hourly and/or man days).

Email your offer (technical and financial) to recruitccpo@wwfcarpo.org with copy to FMboringong@wwfcarpor.org and Lmiaro@wwfafrica.org

The email subject should read: *Smallholders Organization and Structuring in Dibombari*

Deadline for applications: 14 days following the date of application

PLEASE Kindly note that only shortlisted candidates will be contacted.