

USAID End Wildlife Crime Statement of Work

Position Title: Adult Learning and Training Enhancement Consultant

Period of Performance: July to September 2024

Estimated Level of Effort: 20-25 days

Project Description

The purpose of the U.S. Agency for International Development's (USAID) End Wildlife Crime (EWC) activity is to conserve biodiversity and strengthen rules-based order by building on the long history of USAID Regional Development Mission for Asia (RDMA) in counter wildlife trafficking (CWT) through partnerships with regional organizations such as ASEAN and its affiliate bodies and agencies, governments, the private sector, and civil society. It is a five-year program being led by RTI in collaboration with the International Fund for Animal Welfare (IFAW), Regional Community Forestry Training Center (RECOFTC), Wildlife Trade Monitoring Network (TRAFFIC) and World Wide Fund for Nature (WWF). The geographic scope encompasses Asia with a primary focus on China, Cambodia, Indonesia, Lao PDR, Myanmar, the Philippines, Thailand, and Vietnam.

Job Description

In support of efforts aimed at developing standardized regional approaches to training and coordination of law enforcement and the judiciary regarding wildlife crime, and more broadly ensuring that law enforcement, adjudication, and policymaking systems are improved across the region, RTI is seeking a consultant with experience and expertise in applying adult learning approaches to enhance education and training. The role of the consultant will be to assess current practices, research model approaches, and provide expert guidance on designing and delivering content that caters to diverse adult learning styles, as well as outlining how to ensure that training initiatives are inclusive, engaging, and aligned with adult learning principles to maximize knowledge retention and application. The consultant will also be required to ensure that any recommendations put forward consider cultural norms within the context of the ASEAN region as this may have implications for the adoption of best practice and standardized approaches.

The target audiences for this initiative are criminal justice stakeholders (forestry officials, rangers, CITES officers, customs, police, prosecutors, judges, tax inspectors, and anti-money laundering officers) and associated training providers (training academies, universities, and other academic institutions, and learning platforms) involved in developing and delivering counter wildlife trafficking training and capacity building.

The consultant should ideally be based in Bangkok, Thailand to facilitate working in close collaboration with the USAID EWC program team, as well as relevant partners and counterparts. The consultant will report to the USAID EWC Chief of Party and Law Enforcement Lead, and work alongside the Criminal Justice Capacity Coordinator and the Training and Capacity Building Specialist.

Objective

The objective of this assignment is to prepare a detailed report with targeted recommendations for training academies, universities, learning institutes/platforms, and other training service providers as well as criminal justice stakeholders on how to apply adult learning principles to enhance the effectiveness of counter wildlife trafficking training and capacity building initiatives.

Outcomes

1. **Standardization of Adult Learning Principles in CWT Training:** Adoption and integration of adult learning principles as a standardized approach for designing and delivering counter wildlife trafficking (CWT) training, ensuring consistent, high-quality training outcomes across.
2. **Enhanced Design and Delivery CWT Training Programs:** Development of more effective and engaging training programs that leverage adult learning principles, leading to better retention of information and skills among participants.
3. **Improved Learning Outcomes:** Increased knowledge, skills, and competencies among trainees in the field of counter wildlife trafficking, resulting in more effective implementation of anti-trafficking strategies.

Key Tasks

- Review and summarize current research including latest trends and approaches on adult learning theories, principles, and best practices and identify successful case studies and models that have the potential to be tailored to counter wildlife trafficking training.
- Analyze existing counter wildlife trafficking training programs and materials to evaluate their alignment with adult learning principles and understand where the gaps lie.
- Prepare a detailed report that includes the following:
 - Specific guidelines for incorporating adult learning principles, approaches, models, and best practices into existing counter wildlife trafficking training programs.
 - Recommendations for designing and delivering training programs that cater to adult learning styles including suggesting methods for creating inclusive learning environments that accommodate different cultural backgrounds, skill levels, and learning paces.
 - Examples of successful training programs that utilize adult learning principles, both regional and international, for consideration by relevant criminal justice stakeholders, training academies, universities and other learning platforms
 - Approaches to structuring training content to enhance engagement, retention, and application of knowledge.
 - Templates and frameworks for designing modular and scalable training programs.
 - Suggestions for effective training delivery methods, including in-person workshops, online courses, blended learning, and microlearning modules.
 - Strategies for training trainers and facilitators to adopt adult learning principles and adapt their delivery styles to diverse learner needs.
 - Assessment tools to measure the effectiveness of training programs and learner outcomes.

- Present the key findings to relevant partners and stakeholders, incorporate feedback, and submit the final report.

Deliverables

1. Draft outline report for review by the USAID End Wildlife Crime team and relevant partners and stakeholders (August 31, 2024).
2. Summary and presentation of key findings to USAID and other partners (September 13, 2024).
3. Comprehensive report on the application of adult learning approaches and principles to enhance counter wildlife trafficking training and capacity building initiatives in Asia (September 30, 2024).

Timeline

The deadline for the submission of the final report is September 30, 2024.

Qualifications

- Advanced degree in Adult Education, Instructional Design, Educational Psychology, or a related field.
- Proven experience in designing and delivering adult learning programs and training materials especially those that cater to law enforcement and criminal justice stakeholders more broadly.
- Strong understanding of adult learning theories and principles.
- Familiarity with the ASEAN and experience working with diverse learning institutions and understanding their unique needs.
- Ability to work independently.

Application Process

Interested candidates should submit their resume, a cover letter detailing their relevant experience, and examples of previous work related to adult learning and training program development by **Friday, June 28, 2024**, to EWC_Procurement@ewcasia.org.

Please insert in the subject heading: **Adult Learning Consultancy_[Insert Your Name]**

RTI is an equal opportunities employer and encourages women and representatives from Indigenous Peoples to apply. Only shortlisted candidates will be contacted.