



# LUMO COMMUNITY WILDLIFE CONSERVANCY

P. O. BOX 186-80311, NG'AMBWA. TEL. 0740306562

Email:info@lumoconservancy.com

## Terms of Reference (ToR) for Consultancy to Train LUMO Conservancy Rangers

### 1. Introduction

LUMO Conservancy, an acronym for Lualenyi, Mramba, and Oza, is a pioneering community-owned and managed conservancy in Taita Taveta County, Kenya. Established in the late 1990s, LUMO spans 48,000 acres and was formed through the merger of three ranches—Lualenyi, Mramba, and Oza—to create a significant conservation area focused on wildlife-based businesses. The conservancy's approach integrates sustainable tourism, community empowerment, and environmental stewardship, making it a model for conservation efforts that are both effective and community-centric. The conservancy seeks to recruit a qualified consultant to conduct an in-depth and comprehensive training program for its rangers. The training will equip the rangers with the skills and knowledge necessary to function effectively as **Community Wildlife Scouts** as defined under the **Wildlife Conservation and Management Act, 2013**. The training will also adhere to modern conservation practices and cover essential topics to enhance ranger capacity in wildlife conservation, law enforcement, and community engagement.

### 3. Objective of the Consultancy

The primary objective of this consultancy is to design and implement a comprehensive training program aimed at equipping LUMO rangers with the necessary skills to function as proficient Community Wildlife Scouts. The program will focus on key areas such as wildlife conservation leadership, law enforcement, physical fitness, and community engagement, in alignment with the standards set forth in the Wildlife Conservation and Management Act of 2013. Additionally, the training will provide rangers with practical skills in wildlife monitoring through the use of technologies like SMART and EarthRanger. It will also equip them with advanced security strategies and techniques to enhance their effectiveness in wildlife law enforcement. Finally, the program aims to foster teamwork, communication, and problem-solving abilities among rangers to ensure cohesive and efficient operations in the field.

### 4. Scope of Work

The consultant will be responsible for the following tasks:

#### 1. Training Needs Assessment:

- Conduct an assessment to identify the knowledge and skills gaps among the LUMO rangers.
- Develop a tailored curriculum that addresses identified gaps and aligns with the **Wildlife Conservation and Management Act, 2013** requirements.

#### 2. Training Program Development:

- Design a competency-based curriculum covering the following topics (but not limited to):
  - Wildlife Conservation and Management
  - Leadership



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- Tactical Drills
  - Bush Craft and Minor Tactics
  - Knowledge on GPS use or land navigation
  - Radio Communication and IT
  - First Aid and Hygiene
  - General Personal Wellness
  - Physical/Fitness Training
  - Administration and Entry books
  - Ethics and Anti-Corruption
  - General Law and Wildlife Act
  - Incorporate practical and theoretical elements into the curriculum.
  - Ensure the training program is aligned with international best practices in wildlife conservation and law enforcement.
3. **Training Delivery:**
- Deliver the training to LUMO rangers over a predetermined period, ensuring participants grasp both the theoretical and practical components of the course.
  - Incorporate real-life scenarios, field exercises, and demonstrations.
  - Engage with trainees through interactive and participatory methods. Wildlife monitoring, and antipoaching techniques.
  - Field Exercises- Practical field activities on Patrols, wildlife monitoring and antipoaching.
  - Ensure physical fitness and tactical preparedness are emphasized during the training.
4. **Monitoring and Evaluation:**
- Establish a system to monitor and evaluate the progress of trainees throughout the training program.
  - Administer pre- and post-training assessments to gauge the effectiveness of the training.
  - Provide feedback and recommendations for further capacity-building efforts if needed.

## 5. Expected Deliverables

- **A Comprehensive training program** tailored to the specific needs of LUMO rangers and aligned with the Wildlife Conservation and Management Act, 2013.
- **Evaluation Report** detailing the progress of the training, including assessments and recommendations for future training needs.
- **Final Report** summarizing the overall training program, trainee performance, and recommendations for post-training support.
- **Certificates:** Issuance of certificates to the successful rangers.

## 6. Qualifications and Experience

The consultant should possess the following qualifications:

- **Academic Qualifications:**



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- A degree or diploma in Wildlife Management, Conservation, Security Studies and Criminology, Natural Resource Management or a related field.
- **Professional Experience:**
  - At least 5 years of experience in training rangers, scouts, or other law enforcement personnel in wildlife conservation.
  - Demonstrated knowledge of the **Wildlife Conservation and Management Act, 2013** and other related laws.
  - Experience delivering training in problem animal control, poaching prevention, and wildlife management.
  - Familiarity with physical training, tactical drills, and GPS navigation systems.
  - Experience working with community-based law enforcement will be an added advantage.
- **Skills:**
  - Strong leadership and communication skills.
  - Ability to engage trainees from diverse backgrounds.
  - Competence in developing training manuals, materials, and evaluation tools.

## 7. Duration of the Consultancy

The consultancy will be for a period of **8 weeks**, inclusive of the training needs assessment, curriculum development, training delivery, and reporting.

## 8. Reporting and Supervision

The consultant will report to the **LUMO Conservancy Management** and will work closely with the **Head of Rangers** to ensure that the training program meets the required objectives. Regular updates on the progress of the assignment will be required.

## 9. Application Process

Interested consultants should submit the following:

- Applicants are requested to submit a comprehensive proposal, including a **Technical Proposal** detailing the approach and methodology for delivering the training, along with company registration and tax compliance details, and a **Financial Proposal** outlining the consultant's fees and associated costs, with a specific quotation for training seven rangers.
- A detailed **Curriculum Vitae** demonstrating qualifications and experience.
- Details of Course units offered, 8 weeks training program
- Contact details of at least **two references** for similar assignments previously conducted.

Applications should be sent to [procurement@lumoconservancy.com](mailto:procurement@lumoconservancy.com) by **26<sup>th</sup> September 2024**.