



Call for Quotation/Application for Consultancy Services

Title

National Consultant for Capacity Building on Organizational Development of Community Forestry Associations (CFAs) in the Ayeyarwady Delta

Objective of the Consultancy

This consultancy aims to strengthen the organizational capacity of newly established Community Forestry Associations (CFAs) in Pyapon, Labutta and Bogale Townships through the design and delivery of a series of practical trainings on organizational development. The consultancy will support CFUG representatives in developing the leadership, governance, coordination, facilitation, and decision-making skills required to establish effective and sustainable township-level CFAs.

Background

Project Reference: Protecting and Restoring Mangroves in Myanmar's Ayeyarwady Delta through Community-led Governance and Sustainable Mangrove-friendly Livelihoods

Reference number: P05088

RfP Reference: IUCN-2026-08-P05088

About IUCN

The International Union for Conservation of Nature (IUCN) is a global membership Union uniquely composed of both government and civil society organisations. It provides public, private, and non-governmental entities with the tools and knowledge needed to advance sustainable development and biodiversity conservation. IUCN combines the latest science with traditional knowledge and stakeholder engagement to support effective and equitable environmental governance.

More information: www.iucn.org

About the Project

IUCN is implementing the project "Protecting and Restoring Mangroves in Myanmar's Ayeyarwady Delta through Community-led Governance and Sustainable Mangrove-friendly Livelihoods." The project aims to protect, restore and improve mangrove ecosystems in Pyapon, Labutta and Bogale Townships through community-led governance, sustainable livelihoods, and inclusive participation of local communities. The project focuses on strengthening community institutions responsible for mangrove conservation by federating Community Forest User Groups (CFUGs) into township-level Community Forest Associations (CFAs). The purpose of CFAs is to improve coordination among communities, strengthen landscape-level governance, and support integrated mangrove management and land-use planning.

In 2026, IUCN completed consultations with 50 CFUGs in the three townships. All participating CFUGs agreed to join the proposed CFAs and nominated their representatives. Township-level workshops were organized to develop the associations' charter including objectives, functions, governance structure, operational procedure, etc.

The establishment of CFAs represents an important milestone towards strengthening community-based forest governance in Myanmar. Following their establishment, IUCN will continue supporting the CFAs through organizational development, legal registration, leadership development, etc.

One of the project's expected outputs is to strengthen the organizational capacity of CFA representatives through practical training on organizational development. The project aims to train CFUG members and other community members using pre- and post-training assessments to measure improvements in knowledge and skills.

Position Details

- **Title:** Organizational Development Training Consultant
- **Category:** National Consultant or Consultancy Team
- **Duration:** Six months (1 September 2026 - 28 February 2027)
- **Payment Modality:** Deliverable-based payment upon satisfactory completion and acceptance of each training or each module.

Description of the Assignment

The consultant will design, facilitate and report on three organizational development training programmes for CFA representatives in Pyapon, Labutta and Bogale Townships. Each training programme will be delivered separately in the three townships over two days and will combine participatory learning approaches, practical exercises and adult learning methodologies. The consultant will also develop training materials, facilitate pre- and post-training assessments, document training results and submit final training reports.

Scope of Work

The consultant will be responsible for the following tasks:

- Review relevant project documents and consult with IUCN Myanmar.
- Prepare detailed training curricula and session plans.
- Develop participant manuals, presentation materials and practical exercises.
- Design pre-training and post-training assessment tools.
- Deliver three rounds of organizational development training in each of the three project townships.
- Apply participatory training approaches suitable for community leaders.
- Facilitate discussions, group exercises and practical learning activities.
- Prepare training reports including participant feedback, assessment results, lessons learned and recommendations.
- Submit final editable copies of all training materials.
- Finance?

Training Topics

The sub-topics listed under each training module are indicative only and may be refined or adjusted by the consultant, in consultation with IUCN, to meet the training objectives and participants' needs.

Module 1: Team Building and Leadership

- Building effective and collaborative teams
- Understanding leadership roles and responsibilities
- Developing trust and team cohesion
- Motivating and inspiring community members
- Managing team performance and accountability
- Strengthening ethical and inclusive leadership

Module 2: Coordination, Facilitation and Communication

- Coordinating activities among multiple stakeholders
- Planning and managing effective meetings
- Facilitating participatory group discussions
- Applying effective interpersonal communication skills

- Building partnerships and collaborative networks
- Managing communication and information sharing

Module 3: Inclusive Decision-making, Problem Solving and Conflict Management

- Applying inclusive and participatory decision-making processes
- Analyzing problems using practical approaches
- Developing collaborative solutions to community issues
- Managing conflicts through constructive dialogue
- Negotiating consensus among diverse stakeholders
- Strengthening adaptive and critical thinking skills

Training Schedule and Participants

The consultant will deliver the organizational development trainings according to the following schedule:

- Three training modules will be delivered in each of the three townships: Bogale, Labutta, and Pyapon.
- Each module will be conducted as a 2-day training programme.
- A total of nine trainings (3 modules × 3 townships) will be delivered during the consultancy period.
- Approximately 120 participants are expected to participate in each module across the three townships, comprising:
 - 20 participants in Bogale Township
 - 40 participants in Labutta Township
 - 60 participants in Pyapon Township

Deliverables and Timeline

No.	Deliverables	Deadline
1	Inception meeting, document review and workplan	September 2026
2	Training curriculum and materials submitted	September 2026
3	Pre- and post-training assessment tools	September 2026
4	Three organizational development trainings (Module 1) completed in Labutta, Pyapon and Bogale Townships	September–October 2026
5	Three organizational development trainings (Module 2) completed in Labutta, Pyapon and Bogale Townships	October–November 2026
6	Three organizational development trainings (Module 3) completed in Labutta, Pyapon and Bogale Townships	November–December 2026
7	Training reports for each completed training	Within one week after each training

Duration and Level of Effort

The consultancy will be undertaken between **1 September 2026 and 28 February 2027**.

The assignment consists of:

- Three training modules;
- Each module delivered in three townships;
- Two days per training per township (18 training days in total);
- One day of reporting per training per township (9 reporting days in total)
- Preparation, travel and coordination time.

Qualifications and Experience

Applicants should possess the following qualifications:

- Master's or Bachelor's degree in forestry, natural resource management, rural development, organizational development, education, social sciences or a related discipline.
- At least five years of demonstrated experience in designing and delivering participatory capacity-building programmes.

- Proven experience in organizational development, leadership development, governance strengthening or institutional capacity building.
- Experience working with community-based organizations, community forestry, natural resource management or rural development projects.
- Excellent facilitation, communication and adult learning skills.
- Experience working with international organizations, NGOs or donor-funded projects is desirable.
- Strong report writing skills in English.
- Fluency in Myanmar language is essential.

Duty Station

The consultant will be home-based with travel to project sites in:

- Pyapon Township
- Labutta Township
- Bogale Township

Travel Requirements and Logistics

Travel to project sites will be required. Travel and accommodation arrangements and reimbursement will be provided in accordance with IUCN policies and project procedures. These logistical arrangements will be provided only for the national consultant(s) identified in the proposed methodology.

Application Process

Applications are welcome from either individual consultants or a group of individual consultants. Where a proposal is submitted by a group, separate individual consultancy contracts will be issued to each selected consultant.

Eligibility Requirements:

Applicants must:

- Be Myanmar citizen(s)
- Be free from any conflict of interest.
- Be legally eligible to work in Myanmar.
- Not have been found guilty of financial, environmental or ethical misconduct.

Required Documents:

Consultant team leader must submit the following documents in PDF format:

- Expression of Interest (EOI), including proposed training methodology and roles of trainer(s)
- Financial proposal indicating the consultancy fee in Myanmar Kyat (MMK) (inclusive of all applicable taxes) with breakdown
- Curriculum Vitae (CV) of National Consultant(s).
- Copy of National Registration Card.
- Tax Registration Certificate (if applicable).
- [Signed Declaration Form](#) [Attach if applicable].

Submission Details:

- Submission Deadline: 14 August 2026
- Email Address: thazin.htet@iucn.org
- Email Subject Line: IUCN-2026-08- P05088– Applicant Name
- All submissions must be in PDF format. If necessary, split large files into multiple emails (e.g., Email 1 of 2, Email 2 of 2).
- Do not use file-sharing links or platforms for submission.

Evaluation Criteria

Applications will be evaluated based on:

- Relevant education and qualifications.
- Demonstrated experience in organizational development and participatory training.
- Experience working with community forestry or community-based organizations.
- Quality of the proposed methodology.
- Financial proposal.

Additional Information

- IUCN reserves the right to accept or reject any or all applications without providing any reason.
- Only shortlisted candidates will be contacted for further steps.