



Terms of Reference

Senior Bamboo Organisational Development Advisor

General Background

The Business Innovation Facility (BIF) is a 5-year initiative funded by the UK Department for International Development (DFID) implemented in Myanmar, Malawi and Nigeria.

BIF employs a 'Market Systems Approach' - aiming for large scale, sustainable economic impact by focusing on catalysing change in overall markets rather than targeting individual operators within that market. The aim of BIF is to facilitate inclusive growth by facilitating access to economic opportunities for poor people to engage in markets as employees, producers or consumers.

To do so, BIF primarily works by supporting companies to innovate. BIF partners with companies that are operating in selected markets and have the potential to benefit a large number of poor people. BIF supports these companies to develop inclusive business models and disseminates the benefits of these innovations. To do so, BIF provides high quality consultancy services to support commercially viable pro-poor market innovations that will enhance economic growth, create wealth, and reduce poverty.

In Myanmar, BIF focuses its work on three sectors: garments, tourism and bamboo. The team has identified and selected these markets based on their growth potential and the opportunities they provide to facilitate a pro-poor market-wide system change.

Specific background

BIF has been supporting the development of the Myanmar Rattan and Bamboo Entrepreneurs' Association (MRBEA) since 2016, mainly through the organisation of the World Bamboo Day events in 2016, 2017 and 2018. This has enabled MRBEA to attract new sponsors to the event and to consider the different options for raising awareness amongst people, organisations and institutions of the role bamboo can play in rural communities, as well as for ecosystems and the climate. This activity will contribute to the establishment of a written sustainability plan and marketing materials to attract sponsors for future World Bamboo Day events.

BIF has also supported MRBEA to gain a much better understanding of the development of the bamboo industry from the world's leading bamboo manufacturer: China. In June 2018, BIF and MRBEA jointly organised a study tour to Anji, the capital of bamboo manufacturing in China. This visit culminated with attendance at the three-day Bamboo and Rattan Congress (BARC) in Beijing. The study tour resulted in MRBEA creating the Myanmar Network for Rattan and Bamboo (MYANBAR), an umbrella network that groups together 15 organisations with a common interest in bamboo, but different agendas (e.g. land rights, community forest user groups, plantations, manufacturing, eco-tourism, etc.). MYANBAR should enable these different organisations to build a common vision and speak with one voice to government and donors to influence policy and the development of the bamboo sector in Myanmar.

This activity will contribute to the development of MYANBAR, through MRBEA, and aims to enable both organisations to become more effective and influential in the development of the bamboo sector in Myanmar by providing organisational / institutional development assistance.

Scope of Work

This ToR is for the provision of a Senior Organisational Development Advisor to support, coach and mentor the Organisational Development Specialist (see ToR [here](#)) to build the capacity of MRBEA and MYANBAR to:

1. Understand the strengths, weaknesses, opportunities and threats to the development of MYANBAR with a view to supporting a behavioural change that will enable increased professionalization of the network against a baseline. Coordinate with BIF to devise KPIs to measure this.
2. Effectively organise and facilitate MYANBAR activities and meetings in line with priorities defined by the network. Help members reach agreement on key topics and constraints to the development of the bamboo industry in order to define their strategy.
3. Formalise priorities defined during the MYANBAR meetings by, for example, developing a high level work plan and budget.
4. Create visual content and marketing material to attract sponsors and participants to the World Bamboo Day in line with the sustainability plan.
5. Prepare policy briefs, advocacy briefs and press releases for media and government officials.

Deliverables

The services to be provided by the Senior Organisational Development Advisor are as follows:

- Organisational development plan for the Organisational Development Specialist to work towards and implement (to be delivered by 6 May 2019).
- Organisational and advisory development and learning report for this assignment in a format to be agreed with BIF (draft to be provided by 25 June 2019, final version to be provided by 28 June 2019).

Timetable and duration

The Senior Organisational Development Advisor is expected to start work on or around 29 April. This assignment is for up to 18 days of work between 29 April and 30 June 2019.

Review

All deliverables will be reviewed and approved by the BIF Myanmar Team Leader and BIF Technical Director.

Requirements

- Significant experience in bamboo and bamboo related industries.
- Significant experience in working for NGOs/INGOs/industry associations.
- Significant experience in supporting the development of organisational strategies and business plans within the bamboo sector.
- Experience working within the bamboo sector in Myanmar.

Submission

Qualified candidates should submit their CV to the BIF Myanmar Programme Manager Deborah Barnes (deborah.j.barnes@pwc.com), copying the Bamboo Market Manager Hay Marn Thaug (autumnmae.agri@gmail.com) and the BIF Myanmar Team Leader Sebastien Moineau (sebastienmoineau@asperconsulting.com) by the end of Wednesday 10 April.

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