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## Organizational Development & Strengthening Advisor

Tegucigalpa Francisco Morazan Honduras

12 Months | Start Date between Nov 2017 - Jan 2018

**Location** Honduras

**Start Date** Nov 2017 - Jan 2018 (flexible)

**Length of Placement** 12 Months

**Language Requirements** Spanish, English

Spanish Reading: Level 4, Writing: Level 4, Speaking: Level 4

English Reading: Level 3, Writing: Level 3, Speaking: Level 3

Language Scale: <http://www.cusointernational.org/languageratingscale>

**Please submit a Spanish Resume and Statement of Interest**

**Open to Canadian Citizens and Permanent Residents of Canada only**

### The Volunteer's Role

Do you have experience in business administration, strategic planning or organizational development? Then this position is for you! We are looking for a Organizational Development and Strengthening Advisor to support the improvement of the management system of 4 coops and associative businesses in the cacao sector, located in the northern area of Honduras. As the chosen volunteer, you will contribute to the design and implementation of strategic plans for each business using participatory methodology.

Our partner SOCODEVI, a Canadian Network of Cooperatives, is implementing the Canada-Honduras Value-Added Agroforestry Project (CAHOVA) which is a sustainable and inclusive development initiative whose main objective is to improve the livelihoods of families who are members of agroforestry cooperative enterprises. The project will last five years (although the placement for this position is for one year) and have a direct

impact on 3,467 member families in 45 co-operative enterprises in 5 Honduran Departments (Francisco Morazán, El Paraiso, Comayagua, Santa Barbara and Atlántida).

**As a volunteer, you will:**

- Research and learn about 4 co-operative enterprises.
- Review diagnostics and information available.
- Revise methodology, tools and other resources developed by SOCODEVI.
- Elaborate a work plan to develop strategic plans including specific action plans per area, if it is needed
- Research using primary and secondary sources.
- Visit/meetings with co-operative businesses to collect information, design the strategic plan and coordinate other activities needed.
- Work closely with SOCODEVI-CAHOVA project team to coordinate all activities in field.
- Meet with SOCODEVI-CAHOVA project and Cuso International teams.
- Contribute with the implementation of strategic plans and action plans in gender and for youth.
- Advise in gender issues and/or other mainstreaming areas of Cuso international.
- Use existing tools developed by SOCODEVI to strengthen co-operative capabilities.
- Review processes and services to support staff and members of co-operative businesses.
- Propose mechanism and tools to improve internal processes (budget and human resources) related with the implementation of strategic and action plans.
- Participate with SOCODEVI' advisers in designing and producing training material.
- Train co-operative members in finance and the use of management tools (human resources, communication, governance, etc).

- Participate in meetings, networks, work tables and similar spaces.
- Promote strategic alliances.

#### **Essential Academic Qualifications:**

- University degree in Business Administration, Economics, International Development and/or equivalent experience in a related field.

#### **Essential Professional Background:**

- Knowledge/experience in planning, administration processes, planning, strategy design.
- Previous experience in planning processes.
- Knowledge/experience in teaching, training and/or facilitation processes
- Knowledge/experience of participatory approaches and tools.
- Demonstrated experience of working in multi-cultural and multi-disciplinary teams.
- Use of information technologies.

## **About Our Partner**

### **Sociedad para la Cooperacion y el Desarrollo Internacional**

SOCODEVI is a Canadian network of cooperatives and mutual that share their technical expertise and knowledge with partners in developing countries. They strengthen cooperative, mutual and associative enterprises to build wealth in communities. They also propose innovative solutions for sustainable integration of businesses into markets and strengthen the skills of men and women entrepreneurs and place the expertise of our network.

Since 2003, with the support of Quebec forest cooperatives in Canada, SOCODEVI contributes to the strengthening of agroforestry cooperatives in Honduras, supporting the increase of value added for forest producers with the objective of improving the living conditions of families through the rational and sustainable use of forest resources.

SOCODEVI's intervention has allowed 26 cooperatives members of the second-tier organizations such as CORAMEHL and FEHCAFOR to develop new management tools,

increase the means of production and develop management and marketing plans for wood, honey, tilapia and palm hearts. The strengthening of organizational and business capacities has enabled dozens of cooperatives in Honduras to obtain the FSC Certification Stewardship Council for community forest management.

Currently, SOCODEVI is implementing a new project in Honduras since 2016 with the support of the Canadian Government through Global Affairs Canada. The Canada-Honduras Value-Added Agroforestry Project (CAHOVA) is a sustainable development initiative whose main objective is to improve the livelihoods of families who are members of agroforestry cooperative enterprises. The project will last five years and have a direct impact on 3,467 member families in 45 co-operative enterprises in 5 Honduran Departments (Francisco Morazán, El Paraiso, Comayagua, Santa Barbara and Atlántida).

The project will strengthen the skills of the co-operative enterprise member families by establishing one thousand hectares of coffee, cocoa and rambutan agroforestry systems and by promoting sustainable agricultural practices adapted to climate change.

At the co-operative business level, the project will build capacity to process and market several agroforestry and forestry products aimed at supporting a 30 percent increase in sales for the coffee, cocoa, palm heart, rambutan, furniture, honey, pine resin and tilapia value chains.

The implementation strategy is based on a transfer of skills to men and women workers and to the board members and managers of the co-operative enterprises. It will also prioritize expanding membership and leadership by women and young people in the co-operative enterprises.

In addition, CAHOVA will support job creation for youth in rural communities to help lower youth migration to cities and other countries.

## Terms and Conditions

Cuso International terms and conditions allow you to lead a modest and healthy lifestyle while being effective in your placement. This support package will cover basic living expenses for one volunteer and is not intended to cover home-based expenses (ex. loans, support payments, etc.) or luxury items such as imported items in placement or international personal travel.

## Support Package

- Modest monthly living allowance (varies depending country)
- Accommodation while in placement
- Return airfare and visa/work permit costs
- Cost of required vaccinations, antimalarial medication and health insurance
- Pre-departure training and in-country orientation
- Travel and accommodation for reintegration debriefing weekend
- Modest support for accompanying partners and dependents going on placement with you for 12 months or longer (Return flight, emergency medical insurance, vaccinations)
- Access to Employee Assistance Program while in placement and upon return
- Cuso International assessment day (Candidates must cover the first \$200 of the most cost-effective travel expenses and all accommodation costs).
- Travel and accommodation for the five-day pre-departure training course and for in-country orientation

## Fundraising

We ask each volunteer, regardless of placement length, to raise \$2,000. All volunteers receive support from Cuso International to help achieve the goal through fundraising. If the volunteer chooses not to fundraise or is unable to achieve the fundraising goal, he/she can make a one-time donation or become a monthly donor to support our work.

## E-volunteering

Depending on the nature of the placement, volunteers are encouraged to provide e-volunteering support to the local partner or Cuso International before or after the field placement. Volunteers also have the option of requesting support from an e-volunteer to help them with their work while they are in placement.

# Residency and Citizenship

## Residency

The majority of Cuso International volunteer applicants are residing in Canada at the time of application and during the pre-departure process. Occasionally we received applications from volunteer applicants who are residing outside of Canada at the time of application. In both instances, between your application date and placement start date, we must be able to contact you and you must be able to contact us easily and promptly throughout the process.

We may require your passport and would need to be aware of your current place of residence and any travel plans you may have during this time. You will also require unrestricted access to Canada during this time for assessment and training, as applicable.

## Citizenship

Leaving your country of residence can have significant effects on your citizenship status in that country. It is your responsibility to research the consequences of travelling to Canada during the pre-departure process if you are living outside of Canada and of leaving your country of residence for a placement with the immigration authority where you live.

By applying to this placement, you accept full responsibility for any consequences related to your citizenship, residency and immigration status or penalties as a result of travel to an assessment day, training course, international placement or other Cuso International related travel.

You must check the implications that apply to you, but examples include:

- Canadian permanent residents may need to make arrangements with immigration authorities before travelling. These arrangements allow them to travel without risk to their status in Canada. Without them, residency status may be withdrawn.

- Citizens of other countries, including those visiting Canada on a visa, may have travel restrictions.

### **[Apply To Placement](#)**