Trainer Description & Person Specification

| Consultancy position: | Stronger Together Trainer | Location: | Huelva, Almeria or Murcia |

**Background and purpose**
The trainer will deliver one-day participatory workshops and shorter online training sessions aimed at increasing knowledge of and equipping businesses in the horticulture sector in Spain to prevent and tackle forced labour, implement good practice and minimise the risk to their businesses.

The training is part of a collaborative programme by Stronger Together, which aims to support businesses to mitigate forced labour and exploitation in the Spanish horticultural sector in Almeria, Huelva and Murcia.

Stronger Together is a not for profit organisation that supports businesses of all sizes to tackle forced labour in supply chains, helping employers and labour providers in at risk sectors to deter, detect and deal appropriately with forced labour, labour trafficking and other hidden labour exploitation. It supports business in their transparency in supply chain activities and reporting. Our vision is “supply chains free of modern slavery”.

**Target audience**
Fresh produce Producers / Growers / Distributors / Exporters:
- Owners
- Senior managers
- Human resources staff
- Supervisors

The workshops will be open workshops, with delegates from several businesses.

**Objectives of the workshop**
The workshop will be aimed at:
- Raising awareness and increasing understanding of forced labour in the Spanish horticulture context for the delegates
- Winning hearts and minds of the delegates about addressing this issue
- Providing a safe platform for business representatives to share experiences, challenges and good practice
- Providing fresh produce producers with the practical guidance and resources for them to know what they can do to prevent and tackle forced labour in their business
- Adding to the knowledge and good practice in tackling forced labour

Delegates will be invited to attend these workshops with the understanding that they will leave the workshop with practical knowledge on the following topics:

- The incentives for horticultural businesses to understand forced labour
- What forced labour and bonded labour looks like in the Spanish horticulture context
- What the Spanish legislation says with regards to forced and bonded labour
- Where their businesses could be vulnerable or susceptible to unethical practice with regards to sourcing of labour
- What responsible sourcing entails and how to ensure sound ethical practices within their businesses in respect of labour sourcing
- How to begin to develop an action plan for deterring, detecting and dealing with forced labour within their businesses

**Workshop style (Face to Face and Online)**
• Interactive
• Opportunity throughout to ask questions
• Environment in which delegates can be open, share challenges and air concerns

Time line and locations
4 face to face workshops and 4 online training sessions in the South of Spain over an 6-month period starting in October 2020 and concluding in March of 2021. The planned target is to cover 25 senior managers, owners, labour providers (ETT) and other relevant members of staff per workshop/online session, resulting in a total of 200 people (8 workshops/online sessions x 25 people per event).

The areas involved are Huelva, Almeria, and Murcia (workshops/online sessions).

Tasks
• Provide input to the training deck of the workshop/online session (training deck has already been developed), before and during roll out of the workshops/online sessions.
• Train the participants on the workshop content as provided in the training manual
• Provide the training in Spanish
• Report on the feedback and progress of the workshops.
• Provide a summary of each workshop, with incidence examples discussed subsequent to each workshop.

Please note that the successful consultant(s) will receive training on how to deliver the training and the overall programme before starting the formal training.

Application process
We would like to invite you to send us your application by 17th September 2020 by 10am BST:
• Your CV
• Two references
• Interest Letter with examples of similar work
• Day rate
• Availability for 2020 and ability to travel across southern Spain

Please send your application to Jhon Munoz (jhon@stronger2gether.org).

Deadline for applications: 17th September 2020 by 10am BST

Successful applicants will be contacted for an online interview which will be held on the week commencing 21th September.

Person Specification

Trainer profile

Given the sensitive nature of workshop and online sessions content including the planned interactive exercises and discussions it is imperative that the chosen workshop facilitators will pose the following characteristics, skills and experience:
• Minimum of 5 years’ experience in facilitating workshops within the agricultural sector, preferably in the horticulture sector in the Andalucia and Murcia area
• Should be located in the Andalucia/Murcia area and have a strong understanding and network in the horticultural sector in those regions
• An excellent understanding of the agriculture industry in Spain
• An in-depth understanding of labour exploitation and ethical trade
• Experience of working with businesses on ethical business behaviour, either working internally within a business or externally in partnership (e.g. not-for-profit organisation) or on a consultancy basis
• Excellent interpersonal and communication skills, including good listening and summarisation skills
• Ability to read the audience and to steer the discussions in an appropriate direction, given the topics under discussion
• An unbiased perspective
• A strong commitment to collaboration with the participants with the purpose of fostering a safe space for them to share their experiences and learn
• Good mediation skills in the event that participants might have strong responses to information shared
• Positive, can-do attitude
• Language skills: native Spanish speaker and preferably fluent in English