



WWF Pacific Sustainable Food Production Consultant

Terms of Reference (TOR)

WWF Pacific seeks a PNG based Consultant to develop critical outputs for supporting Sustainable Food Practices and Smallholder Producers in Pomio District, Papua New Guinea.

Location: Pomio District, Papua New Guinea

Start Date: November 2025

End Date: January 2026

Total Working Days: 25 Days

Deliverables: See Schedule Below

Background

WWF's mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature. To further strengthen our deep commitment to working towards inclusive and sustainable solutions that benefit all members of the communities where we work, WWF-Pacific is hiring a consultant based in East New Britain, to design and implement strategic initiatives for Sustainable Food Production and Nutritional Security in Pomio District, East New Britain.

Approaches to community-based conservation must ensure that WWF co-designs and co-implements projects with community stakeholders, as projects that fail to take a socially inclusive and equitable approach limit environmental outcomes as well as the benefits that flow to the communities. WWF, therefore, employs a holistic approach that mainstreams inclusion, specifically women, youth and marginalized groups including people with disability, into conservation and livelihood programs.

Objectives:

1. Coffee Supply Chain Analysis

To enhance the livelihoods of coffee smallholders in two specific communities, WWF aims to conduct a coffee supply chain analysis. This analysis will focus on identifying the key gaps, challenges, and opportunities within the current coffee production and distribution systems. By examining each stage of the supply chain, from farm-level practices to market access, WWF seeks to uncover areas where governance can be strengthened, and supply chain issues addressed, ensuring better coordination, transparency, and accountability. Ultimately, the goal is to provide recommendations that can guide sustainable practices and policies, helping coffee farmers in these communities build more sustainable, equitable, and profitable coffee production systems.

2. Sustainable Integrated Family Farming Training

Family farmers in Papua New Guinea (PNG) are key agricultural producers. They provide the essential food crops for their families and local community. However, this subsistence production expertise cannot address the many challenges these farmers face today. To become successful agricultural producers with sustainable practices, community farmers must have access to essential knowledge on the principles of integrated farming, particularly organic farming. This foundational information is crucial for enabling farmers to adopt and implement environmentally friendly and resource-efficient methods that promote long-term soil health, biodiversity, and ecosystem resilience. This knowledge not only enhances productivity but also supports the preservation of local ecosystems, minimizes the reliance on synthetic chemicals, and reduces the environmental footprint of farming activities.

Moreover, by embracing these principles, farmers can foster greater community engagement, access new markets that demand sustainably produced goods, and contribute to the overall well-being of their local environment and society. Therefore, providing farmers with training and knowledge on integrated organic farming is essential to building a resilient and sustainable agricultural family farming approach for the future.

3. Nature Friendly Commodity Opportunities

In response to the growing need for sustainable and environmentally friendly products, WWF seeks to design and implement strategies that allow multiple target groups to benefit from nature-friendly commodities. These commodities should not only promote environmental conservation but also contribute to social and economic benefits for communities and stakeholders. The consultant will work with the WWF GEDSI Advisor to ensure that marginalized groups are included as key beneficiaries.

Roles and Responsibilities

1) Coffee Supply Chain Analysis

Oversee a Coffee Supply Chain Analysis in Pakia and Mile Wards, Pomio District. Coffee production in these communities involves a complex chain of actors. The goal of this study is to document the current practices and challenges (such as governance issues within the coffee cooperatives) and gaps and costs in the current supply chain to improve efficiency, sustainability, and profitability. The assignment will involve observations and interviews with smallholder coffee growers, women, youths, CIC etc, with a minimum of 5 days fieldwork in the Inland Pomio communities. Discussions with the Pomio District Development Authority will be held to identify future opportunities aligned with the recently commissioned coffee mill at Palmalmal.

- The consultant will be allocated 10 days for this deliverable.

2) Sustainable Integrated Family Farming Training

Oversee the preparation and implementation of theoretical and practical activities for a 2-day training workshop on the “Principles of Integrated (Organic) Farming to be delivered in Pomio District. The training will provide participants with an introduction to integrated organic farming practices to create a foundation for sustainable, family-based agriculture. The 2-day workshop training will form part of the Family Farms Teams TOT Training to be implemented at Simoga Permaculture Farm in Pomio.

- The consultant will be allocated 9 days for this deliverable.

3) Nature Friendly Commodity Opportunities

Develop two supply chain proposals / concept notes that enable multiple target groups to benefit from nature-friendly agricultural commodities. The proposals will identify and engage key stakeholders (e.g., farmers, cooperatives, government bodies and private sector partners) to ensure the proposals are aligned with their needs and capabilities. The proposed agricultural commodities should align with integrated organic farming practices and/or smallholder development, ensuring that they do not place an undue burden on community farmers and are sustainable.

- The consultant will be allocated 6 days for this deliverable and will work with the livelihoods consultant to develop the concept notes.

Qualifications & Experience Required

- Knowledge and experience with Integrated (Organic) Farming principles
- Knowledge of rural communities and livelihoods in East New Britain
- Ability to produce workshop materials and training guidebooks.
- Ability to engage with participants from diverse backgrounds
- Ability to plan and implement a 2-day training workshop with practical activities.
- Fluency in Tok Pisin and English.
- Ability to work within a tight deadline and produce on schedule

The Consultant should provide the following in PDF:

- CV and Letter of Intent addressing Experience Required (above).
- Daily Rate

Terms and conditions of payment

The Consultant is subject to tax under the national policy.

The Consultant(s) will deliver timely outputs as listed below.