

CALL FOR APPLICATION FOR TRAINERS ON RESEARCH DESIGN AND DATA ANALYSIS (Individual Consultants only)

Terms of Reference

1. Introduction

The second phase of Building Rural Income through Inclusive Dairy Business growth in Ethiopia project (BRIDGE+) is implemented by a joint consortium of SNV Ethiopia, Wageningen University (WUR), and AGRITERRA. The consortium is led by SNV responsible for project implementation. WUR is a consortium member for its professional expertise and research leadership. AGRITERRA is included for its role in boosting dairy cooperatives as engines for value chain growth. Building on BRIDGE project, the objective of BRIDGE+ is to transform dairy value chain to benefit farmers, consumers, value chain actors and the country in terms of economy, investment, employment, nutrition, and environment.

Research & Development (R&D) is one of the 10 components of BRIDGE+ which focuses on professionalization of the dairy value chain actors, building capacity of Ethiopian Universities and Research Institutes, and influencing dairy sector policy through strategic research on the sector transformation. Capacity building of Ethiopian researchers in action research is one of the objectives of the R&D objectives and there have been specific requests from research partners for strengthening their capacity in data analysis following the training on scientific writing conducted in July 2025. In this regard, training in Research Design and Data Analysis is being planned by BRIDGE+ R&D to build capacity of the partners.

In drafting this ToR, the training needs of the potential participants were assessed by sending a survey form to the partners for completion. The survey covered the knowledge and experience in design of animal experiment/research, and data analysis of the partners including the statistical software they are familiar with. Response to the training needs assessment was received from nine of the twelve potential participants the survey form was sent

2. Objective

The objective of this training is to build capacity of BRIDGE+ project research & development component partners **in research design and data analysis**. Specific objectives of the training include:

- (i) Familiarize the participants with key issues **in design of animal experiments, principles to adhere to and pitfalls to avoid**.
- (ii) Build the analytical skills of the Ethiopian research partners, specifically **in data analysis and interpretation of results**.
- (iii) Expose the participants to key statistical software packages for data analysis.
- (iv) To share experience among the participants.

3. Scope of Work (content, duration)

The training will be conducted physically in Addis Ababa, Ethiopia for about 20 participants at a date to be fixed. The participants will come from universities and research institutes that are

currently involved in BRIDGE+ project. Preference will be given to young researchers that will most likely use the acquired knowledge/skill from the training. The duration of the training is expected to be a maximum of 5 working days, and another 2 days for post-training coaching and follow-up of the trainees. The training will be conducted in English Language. Logistics for the organization of the training will be arranged by the BRIDGE+ project.

The course content for the training regarding research design will include brief introduction on importance of sound animal experimental design; principles and pitfalls of animal experimental design; methods of animal experimental design including factorial design, Latin square design, Crossover design, randomization; and handling of animals during the experiment and ethical issues. Regarding data analysis, the training will cover hypothesis formulation and testing, descriptive statistics; Chi-square analysis, analysis of variance, multi-variate linear regression analysis; correlation analysis, logistic regression; non-linear relations, orthogonal contrasts (linear, quadratic, cubic) and other tests of significance, clustering principal component analysis, and interpretation and presentation of statistical results. Either SAS or SPSS statistical software package will be used during the training, as the two packages are the most mentioned based on the feedback from the survey of needs assessment.

4. Deliverables

Expected deliverables from the consultant are:

1. Proposed approach and plan for the training.
2. Proposed budget for the training.
3. Course materials for the training including activities for each day of the workshop.
4. Delivering the training in Addis Ababa.
5. Remote coaching of the training participants.
6. Assignment completion report, including brief report of pre-training assessment of the level of knowledge of the participants in research design and data analysis, and post-training evaluation by the participants.

5. Reporting and coordination

The Individual consultant will work together with the Research & Coordinator of the project from SNV side and the Action Research Coordinator from the Wageningen University & Research side.

6. Requirements

Individual Consultants (Applicants) to conduct the training ***on research design and data analysis*** must meet the following essential requirements:

- At least 5 years' experience of conducting similar training or handling course on research design and data analysis for trainees with postgraduate level of education, for at least twice in a year.
- Sound knowledge of research design methods and statistical analysis with practical application to livestock research.
- Sound knowledge of key statistical software packages mainly SAS, SPSS and R, and experience in training students at postgraduate level how to use them.

- Willingness to travel to Addis Ababa to conduct the training, for applicants who are not based in Addis Ababa.
- Submission of **a technical proposal for the training (maximum of 3 pages)**. The technical proposal should include: (i) An updated **short CV** including institutional affiliation, academic background and professional experience; (ii) Summary of experience in conducting training on research design and data analysis including proof of experience, date, number of trainees and location; (iii) proposed course content for the training for 5 days; (iv) Proposed approach and plan for the training.
- Submission of financial offer for the training. This should cover trainer's fees for 3 days of preparation of course materials, 5 days of training and 2 days of follow-up with the trainees, meal allowance, and course related materials. Transport costs including air ticket costs for economy class, where necessary and accommodation costs excluding meals and drinks at hotel will be covered by the project. The financial offer should be submitted using the below template. Financial proposal must be submitted in **Ethiopian Birr (ETB)**. **Bidders who submit their financial proposals in a currency other than Ethiopian Birr (ETB) will be automatically disqualified.**

Sr. No	Cost/Budget Items	Unit of measurement	Quantity	Unit cost ETB	Total Cost ETB	Remark
1	Trainer Fees	# of days	10			
Total cost						
Tax (3% WHT if you have business license & receipt, 30% WHT if you don't have business license and receipt)						
Total cost including tax						

7. Individual Consultant Selection Criteria (Technical and financial)-

Proposals received will be assessed based on technical and financial criteria. The technical evaluation committee will assess the technical merits of the applications based on (1) quality of the technical proposal for the training **(40%)**, (2) experience of the consultant in conducting training on research design and data analysis including application to animal experiments **(30%)**, and (3) knowledge and experience of the expert on Ethiopian livestock/dairy sector **(10%)**. The technical proposal will account for **80% of** the overall evaluation score, while the financial proposal will account for the remaining **20%**. The technical and financial evaluation will be done independently. Scoring **60% of** the total technical scoring will be a prerequisite to pass to financial evaluation. The assignment will be awarded to the bidder with the highest combined technical and financial score.

8. Submission Guideline and Application submission date:

Interested and qualified Individual consultants should submit their proposals as indicated below:

- This call is open only to Individual consultants.
- Both the Technical and Financial proposals should be submitted in a separate email to ettenders@snv.org. Failure to comply with this requirement will result in **automatic rejection** of the bid.
- Title of the specific assignment ***“Technical Proposal - BRIDGE+ RESEARCH DESIGN AND DATA ANALYSIS Training”*** and ***“Financial Proposal - BRIDGE+ RESEARCH DESIGN AND DATA ANALYSIS Training”*** should be mentioned in the **email subject**.
- SNV will not be responsible for proposals submitted without indicating title of the assignment mentioned above, on the subject of the email.
- Proposals must be received by SNV no later than **July 30, 2026 17:00 (5:00PM)**, close of business.
- All submissions should be sent via email to ettenders@snv.org

SNV-Ethiopia reserves the right to cancel the bid in whole or in part.