

Terms of Reference

Long-Term Consultancy: Land Rights Technical Expert

Project: Access to Land – Lao Women’s Economic Development (ALLOWED)

Location: Vientiane Capital, with coordination in Champasak, Savannakhet, and Bokeo

Duration: 2025–2027 (approximately 60 working days over 2 years; 2–3 training days per month on average)

About Cord Laos

Cord is an international non-governmental organization (INGO) headquartered in the United Kingdom with an operational team based in Laos.

For over 50 years, Cord has worked globally with communities affected by conflict. Our approach is grounded in the belief that people can only thrive where strong and constructive relationships exist between Government, Civil Society, and the private sector. By fostering dialogue, dispute resolution, and trust-building, we contribute to inclusive development, improved governance, and the realization of rights.

Cord Laos operates through a dedicated, multi-disciplinary team of national and international experts, working closely with partners across sectors under a multi-donor, multi-partner program.

About the ALLOWED Project

The overall objective of ALLOWED is to empower women in Laos to have greater access to and control over economic assets as a result of collective efforts, secure access to land and improved economic agency. ALLOWED will strengthen women’s collective voice and agency by equipping them with the necessary skills, tools and knowledge to raise awareness of women’s land rights, while working with their male counterparts to challenge the gender norms that can be a barrier to women. It will support trained Women Leaders (WLs) to secure their access to land by supporting them to participate in land management and planning decision-making processes. Finally, ALLOWED will ensure women’s long-term economic resilience by supporting them to establish new sustainable businesses and collectively access markets.

To ensure high-quality technical inputs, the project seeks a **Land Rights Expert** to provide long-term advisory support in the design, refinement, and implementation of the project’s land rights training approach.

Description of the Assignment

The purpose of this consultancy is to provide technical leadership, guidance, and quality assurance for the project's land rights training framework. The expert will ensure that training content is legally accurate, contextually appropriate, participatory, and aligned with national land legislation, policies, and best practices in community land rights education.

Objectives of the Assignment

Overall Objective

The purpose of this consultancy is to provide **technical leadership, guidance, and quality assurance** for the project's land rights training framework. The expert will ensure that training content is legally accurate, contextually appropriate, participatory, and aligned with national land legislation, policies, and best practices in community land rights education.

Specific Objectives

1. Review the existing draft curriculum, training modules, and materials.
2. Strengthen and refine content for technical accuracy, usability, and gender sensitivity.
3. Develop complete training materials (PPTs, facilitator notes, visual aids, exercises, handouts).
4. Provide technical support during monthly training sessions (2–3 days per month).
5. Update the curriculum based on field feedback throughout the project period.

Scope of Work

The consultant will provide ongoing, part-time technical support, expected at 2–3 days per month. Key tasks include:

A. Technical Leadership

- Lead the development and refinement of the project's land rights training approach for community members and CSOs adapting existing materials and guides as appropriate for the project.
- Ensure training materials reflect current land laws, regulations, and administrative procedures.
- Integrate gender, social inclusion, and conflict-sensitive perspectives into training curricula.

B. Curriculum and Materials Development

- Review, update, and validate training modules, facilitator guides, and learning tools.
- Develop supplementary materials such as case studies, visual aids, or simplified legal explanations for community use.

C. Capacity Strengthening Support

- Conduct training-of-trainers (ToT) sessions for project staff, facilitators, and partner organizations.
- Offer mentoring and technical backstopping to trainers implementing the curriculum.
- Review training plans to ensure consistency and quality.

D. Advisory and Quality Assurance

- Provide expert review of project outputs related to land rights education and advocacy.
- Advise the team on emerging policy changes, risks, and opportunities related to land governance.
- Participate in key planning meetings, reflection sessions, or learning events.

E. Monitoring, Learning, and Adaptation

- Support the development of tools to assess knowledge gain and training effectiveness.
- Contribute to learning reviews and recommendations for curriculum improvement.
- Provide brief technical notes or inputs into project reports as needed.

Duration and Level of Effort

Approximately **60 working days** over 2 years (2026–2027). Estimated LOE to be 2-3 working days per month with additional days may be required during peak development and or training periods.

Deliverables

Key deliverables may include, but are not limited to:

1. **Land rights training curriculum** for Village Land and Forest Committee, wider community members and CSOs. (adapted from existing training materials and curriculums)
2. **Training-of-trainers session(s)** with associated materials.
3. **Technical review notes** on training content and implementation quality.
4. **Quarterly technical advisory inputs**, summarizing key recommendations.
5. **Annual learning and adaptation report** on the training approach.
6. **Ad hoc technical briefs** on land law changes or relevant policy developments.

Required Qualifications

- Advanced degree in land governance, law, natural resource management, human rights, or a related field.
- Minimum 7–10 years of experience working on land rights, land tenure, or land governance issues.

- Demonstrated experience designing or delivering training for communities and CSOs.
- Strong understanding of national land laws, customary land practices, and administrative systems.
- Experience with participatory learning methodologies.
- Excellent communication, facilitation, and advisory skills.
- Experience working with INGOs, civil society, or community-based organizations.

Coordination and Reporting

The consultant will work under the supervision of the **ALLOWED Project Manager** and coordinate closely with the Cord team and its primary CSO partner MHP.

Application Procedure

Interested consultants who meet the required qualifications are invited to submit the following documents:

- a) **An up-to-date Curriculum Vitae (CV).**
- b) **A cover letter outlining relevant experience and proposed daily rate**
- c) **Examples of relevant previous assignments** demonstrating experience and suitability.

For additional information, interested applicants may contact: **Dr. Bounphama Phothisane**
Email: **bphotothisane@cord.org.uk**

All required documents should be submitted by email to: **bphotothisane@cord.org.uk**
no later than January 8, 2026 at 16:00.