





Fish Forever Learning Platform (LeaP) Consultant

Rare inspires change so people and nature thrive. Conservation ultimately comes down to people – their behaviors toward nature, their beliefs about its value, and their ability to protect it without sacrificing basic life needs. And so, conservationists must become as skilled in social change as in fisheries science; as committed to community-based solutions as national and international policymaking.

Over more than three decades, Rare has partnered with local organizations to run more than 400 behavior change projects in nearly 60 countries, promoting community-led adoption of solutions across sustainable coastal fisheries management, fuel-efficient cookstove use, reciprocal water agreements, regenerative agriculture, recycling and waste management, wildlife demand reduction, and more.

The Fish Forever program’s Global Hub for Collaboration and Learning (Hub) is looking for creative, entrepreneurial, and collaborative consultant/s to iteratively design and test a digital Learning Platform (LeaP). Thus far, the vision for LeaP’s core sections, key functions and outputs is summarized in the table below.

	Section	Key Functions	Outputs
LeaP landing page Sign in Designers choose: <ul style="list-style-type: none"> • Design • Deliver • Assess Learners choose: <ul style="list-style-type: none"> • Learn • Assess 	 Design, choose competency	<ul style="list-style-type: none"> • Identify learner groups & priority learning needs • Define design principles of learning experiences and resources (i.e., remote, hybrid, self-directed, media) • Connect to Deliver & Assess, FF portal digital library 	<ul style="list-style-type: none"> • Learning paths • Summary of design principles • List of existing resources
	 Deliver, choose learning event	<ul style="list-style-type: none"> • Design, publish and manage on-line learning events and resources • Design, manage and organize resources for in-person or hybrid events • Connect to Learn & Assess, FF portal digital library 	<ul style="list-style-type: none"> • Learning syllabus • Learning event space with learner resources
	 Learn, choose learning path, event or theme	<ul style="list-style-type: none"> • Access and complete course work, including sessions, readings, assignments, etc. • Interact with learning managers and peers • Connect to Deliver & Assess, FF portal digital library 	<ul style="list-style-type: none"> • Learner badges and certificates of completion • Active community of practices
	 Assess, choose competency	<ul style="list-style-type: none"> • Assess baseline & progress in knowledge & skills • Assess learning delivery and impact of learning on program results • Connect to Design, Deliver & Learn, FF portal digital library, FF portal data management tools and external sites (i.e., LinkedIn) 	<ul style="list-style-type: none"> • Assessment results • Dashboards • Recommendations for additional learning

Design criteria for LeaP include, but is not limited to:

- User experience is intuitive and accessible to multilingual and cultural audiences
- Integrates with and leverages existing Rare data and information management systems, such as the [FF Portal](#), and common online/digital tools/apps such as WordPress, Google tools, MS Office, Canva, Genial.ly, and Mural
- Maintains functionality in areas with low internet bandwidth/connectivity and through mobile phones
- Look and feel aligns with Hub visual identity

The consultant/s will work primarily with the Hub and at least 2 Fish Forever country teams, to execute the essential functions and deliverables summarized in the Scope of Work and Deliverables Table (next page).

Scope of Work and Deliverables

The consultant/s is expected to work approximately 20 hours per week to meet the tasks and outputs identified in the following table:

Phase	Essential Functions	Deliverables
Assess	<p>Benchmark similar systems/services offered by other organizations focused on adult learning.</p> <p>Review Rare and Fish Forever background documentation and systems primarily related to knowledge and learning management.</p> <p>Understand user needs and experiences with the learning framework, implementer’s resources catalog and worksheet prototypes, among others.</p> <p>Identify LeaP user design needs and opportunities for internal and external users</p>	<p>LeaP value proposition statements for internal and external users.</p> <p>2 - 3 skeleton LeaP proposals, including, but not limited to:</p> <ul style="list-style-type: none"> - Design highlights and how they respond to user needs - Opportunities to integrate/leverage current platforms and systems - Resource needs/implications related to systems, staff, maintenance, etc.
Build & Test	<p>Build prioritized prototypes based on proposal feedback</p> <p>Test and iterate prototypes through pilot projects</p>	<p>Functional LeaP sections and outputs</p> <p>Testing phase reports for each pilot project</p>
Finalize	<p>Complete prioritized LeaP sections and functionalities</p> <p>Gather final user feedback on LeaP experience, functionality and accessibility</p> <p>Create LeaP User Manual and deliver training on LeaP maintenance to key Rare staff</p>	<p>Systematized list of design needs, how they were managed, key challenges, constraints and solutions</p> <p>LeaP User Manual content for administrators and users</p> <p>Recommendations for future enhancements and maintenance</p>

Length of Contract

Contract duration is flexible, ending no later than December 15, 2023.

Qualifications

The candidate/s should demonstrate ability to:

1. Collect, analyze, and present data as meaningful input for decision-making
2. Recommend practical solutions to set-up and manage a global Learning Platform that will be used by audiences with diverse tech/digital abilities and access
3. Apply user and learner-centered design principles to create digital/e-learning experiences
4. Use industry-standard technology (i.e. SCORM) to design e-learning products and learning management systems
5. Communicate, verbally and in writing, effectively and empathetically with diverse multicultural and multilingual teams

Evaluation Process

The candidate must submit a proposal that includes the following:

1. **Curriculum vitae**, highlighting relevant experiences and qualifications
2. **Work plan** that includes methodology, activities, duration, and fee for each phase of work
3. **Work samples** of relevant projects

Proposals will be reviewed by an evaluation and selection team that is composed of the following:

1. Vice President for the Global Hub for Learning and Development
2. Learning Design/Resources specialist
3. Tech Solutions specialist

Please submit your proposal to hub@rare.org