

Term of Reference

Safeguard and Gender Specialist

Type of Contract: Individual Consultant (National)

Languages Required: English

Duration: 45 days over 10 months from 01 August to 30 May 2021

Location: Monrovia with five (5) days visits to Sinoe County and other Coastal Counties as the need arises

Application Deadline:

Background:

The Global Environment Facility (GEF) Council in its May 2020 Council meeting approved a project preparatory grant (PPG) for Liberia. The grant is intended to develop a full-sized GEF proposal to access USD8.9 million of GEF/LDCF for enhancing the resilience of vulnerable coastal communities in Sinoe County.

The proposed LDCF project will upscale successful project experiences of GEF's community-based adaptation projects in Liberia and apply integration and innovation approaches for transformational impact to better address sea and river defense management in Liberia. It will also use data generated from and implement the outcomes of the GCF-funded readiness project which is under implementation in Liberia. The initiation and implementation of innovative sea and river defense planning, adoption of private sector new alternative business models linked to infrastructure techniques for integrated farming practices coupled with encouragement for community entrepreneurship will be considered in the project.

Importantly, the GEF's Policy on Gender Mainstreaming recognizes the importance of gender equality within its financed projects for achieving global environmental benefits as well as the goals of gender equity and social inclusion. The approach shall seek to open the space for other entrepreneurial initiatives especially those in other value chains such as fisheries, fuelwood, which will open opportunities for women's involvement. The project will focus on coastal communities within Sinoe County to support integrated coastal adaptation practices for a number of coastal settlements within the County though with the capacity for the project outcomes to benefit other coastal counties in Liberia.

The project will therefore seek to empower communities and institutions to better plan and implement coastal adaptation interventions in a deliberate and proactive manner, reducing reliance on the Government of Liberia (GoL) to help provide already scarce resources for climate change adaptation solutions. Building community self-reliance and by providing a community planning focus (with new livelihood alternatives) will enable them to tailor

adaptation tools and technologies to their specific needs. It will also build the capacities of the administrations of other coastal counties to design and implement integrated coastal adaptation plans. As well as ensure that the project interventions achieve its global environmental objectives, focusing on enhancing both women's and men's contributions and considering their different needs, roles, and situations in every step of the project, including project design, implementation, and monitoring and evaluation.

At the local level, new technologies in combination with traditional technologies will be promoted to ensure that productivity and sustainability of livelihoods are maintained. These adaptation actions and associated technologies or practices will build on the natural resilience and innovativeness of Liberian communities to build their self-reliance and capacity to continue the adaptive process iteratively. Such adaptation strategies such as coastal ecosystem-based adaptation solutions, participatory sea and river defence planning approaches, climate-smart integrated farming systems, coastal protected area establishment and diversification of livelihood options are all in combination critical elements for a long-term adaptation solution in the context of risks and vulnerabilities of Sinoe County. The project shall also seek to learn and upscale some of the well-tested practices that is being undertaken to support community benefit-sharing mechanisms (CBSM) in forest ecosystems for the Production-Protection Approach project of IDH in Sinoe County (2017) which is based on best practices of operational CBSM in Liberia.¹

Finally, of major concern is the apparent lack of strategic delivery of a sustainable and strategic sea and river defense risk management approach policy to address these concerns. Coastal protection and sea defense structures are currently not planned with regard to their purpose, their outcome and importantly, their long-term maintenance costs. Despite the professional efforts of the Ministry of Mines and Energy (MoME) and the Environment Protection Agency (EPA) to address the problems being faced, the approach to shore protection (at present) is reactionary and without long term national planning mechanisms in place.

As part of implementation of the PPG, UNDP is seeking to hire a national Safeguard and Gender Specialist. This national consultant will also be responsible for the collection of data on safeguard and gender issues. He/she will work very closely with the international Safeguard and Gender Specialist.

Role

The National Safeguards and Gender Specialist to provide both leadership and technical expertise to support and strengthen the efforts of the United Nations Development Programme (UNDP) and its partners in collecting and analyzing project baseline data on environmental and social safeguards and gender, and drafting the safeguards, gender and stakeholder engagement documents under the guidance of the Team Leader, as well as support the international safeguards specialist and other members on the preparation of other analysis (gender, safeguards, coastal adaptation) during the ProDoc preparation. S/he is expected to have strong sectoral expertise in the above-mentioned areas along both knowledge and programming expertise in gender aspects of these programming areas, especially in safeguard and coastal adaption contexts.

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Deliverables

- 1) Contribute to the Inception Report and support the presentation and discussion during the inception workshop: Lead the preparation of the Inception workshop to ensure maximum participation including:
 - a. Identification of all relevant stakeholders in the public and private sectors, including those from counties as well as NGOs and research institutions (UNDP and/or EPA will make official invitations).
 - b. Prepare and make presentations.
 - c. Arrange recording of proceedings of meetings
 - d. Make arrangements for meetings in field locations during the inception week, with support from the other National Consultants.
 - e. Review PIF and other literature, including GEF Review comments to identify priority areas of focus for the PPG
 - f. Participate in PPG team preparatory meetings

3)2) Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including:

- a. Baseline/situational analysis for the full-size project (FSP). This will include a precise definition of baseline projects, activities, budgets, goals and co-financial links to GEF outcomes; definition of GEF incremental value per outcome and output; and presentation of results of the incremental cost-analysis in matrices; full elaboration of the barriers identified in the PIF, full description of the objectives and activities in Component 1-4 (specific area will be clarified in ToR);
- b. Support the stakeholder analysis and consultations and ensure that they are complete and comprehensive;
- c. Preparation of the gender analysis with guidance from the international consultant;
- d. Support the action points, including risk assessments, from the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage ("pre-screening") are fully implemented during the PPG, and support the iterations of that screening in an iterative fashion throughout the PPG, as appropriate;
- e. Support development of adaptation options, with the guidance of the Team Leader and the International Coastal Specialist;
- f. Undertake detailed consultations at national and sub-national level with support from the Team Leader;
- g. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs.
- h. Support the Team Leader on the studies review / validation workshop

4)3) Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)

- a. Prepare the following annexes with the guidance of the International Safeguards Specialist and Team Leader: SESP, Supporting Safeguards documents in accordance with the risk rating of the project, Gender Action Plan, Stakeholder Engagement Plan

5.4) Validation Workshop (Component C):

- a. Contribute to the validation workshop;
- b. Contribute to writing up of workshop proceedings; and
- c. Support all necessary revisions that arise during the workshop, as appropriate.

5.5) Final Deliverables with guidance from international consultant

- a. Approved SESP and required management plan/ framework
- b. Gender Action Plan
- c. Stakeholder Engagement Plan

Qualifications

- Master's degree or higher in a relevant field, such as natural, environmental or social science, geography, disaster risk management or other relevant disciplines;
- Minimum 5 years of demonstrable experience in the technical area of environmental and social assessments;
- Fluency in written and spoken English;
- Experience in stakeholder engagement and field research
- Skilled in using Geographic Information Systems (GIS) and analysis

Payment Modality

Clearance/approval for payment will be made by the PPG Team Leader at the completion of the following milestones:

- 1) 20% after the submission and acceptance of an inception report (together with other consultants)
- 2) 50% after the submission and acceptance of a Baseline study of on-going projects, detailed elaboration of barrier descriptions, full justification of project objectives and activities under Component 1- 4 (Specific sections to be elaborated in the ToR), the geographic analysis of project site with documentation of selection criteria and stakeholder engagement process;
- 3) 20% after the contribution to the validation workshop and addressing comments
- 4) 10% after addressing comments from UNDP and GEF

Languages

Excellent English writing skills are essential.

5. EVALUATION OF APPLICANTS

- Only those applications which are responsive and compliant will be evaluated;
- Individual consultants will be evaluated based on Combined Scoring method taking into consideration the combination of the applicants' qualifications and financial proposal;

- Combined weighted scoring: Technical (70%); Financial (30%).

Prepared by: _____

Moses Massah, *Programme Specialist, Energy and Environment*

Cleared by: _____

Dorsla Farcathy, *Team Leader*

Approved by: _____

Violet Baffour, *DRR/P*