



TERM OF REFERENCE (ToR) FOR THE RECRUITMENT OF INDIVIDUAL CONTRACTOR (IC)

GENERAL INFORMATION

Services/Work Description:	Support development of baseline and mainstreaming of financial inclusion for the development of Ghana's GEF GOLD+ project proposal.
Project/Program Title:	Formalizing mercury-free supply chains in Ghana's Artisanal and Small-scale Gold Mining sector (Ghana GOLD +)
Post Title:	International Consultant, International Finance Expert
Duty Station:	Home-based
Expected Places of Travel:	N/A
Duration:	10 working days from 18 February 2021 to 18 April 2021.
Expected Start Date:	18 February 2021

I. BACKGROUND / PROJECT DESCRIPTION

The Global Opportunities for Long-term Development of the artisanal and small-scale gold mining sector Plus (GOLD+) is a global program funded by the Global Environment Facility (GEF). The GOLD+ program aims to reduce mercury use in the artisanal and small-scale gold mining (ASGM) sector of participating countries through a holistic, multisectoral and integrated approach to optimize formalization while improving access to finance for miners, thus accelerating the adoption of sustainable mercury-free technologies and enhancing access to traceable gold supply chains.

Ghana, one of the GOLD+ countries, has a long tradition of gold mining activities. In 2018, the ASGM sector produced approximately 65 metric tons by an estimated 1.1 million miners, who are mainly informal and operate without mineral tenure or allocation of rights. The use of mercury to process gold ores is a widespread practice endangering miners' health and surrounding communities, contributing 40-60 tons of mercury releases and emissions annually. In Ghana, ASGM is considered one of the most harmful activities for the environment, driving land degradation, soil and water contamination, deforestation, and biodiversity loss, among other adverse impacts. Despite the risks associated with ASGM, the sector provides an essential livelihood representing more than an emerging rural economy but a way of life.

While ASGM holds the potential to lift communities out of poverty, persistent features of the sector include its informality, lack of access to legitimate finance and improved technologies, limited capacity of local government, district mining committees and representative mining entities to advance formalization, further compounded by negative media and public perception. Collectively, these factors undermine progress to professionalize the sector, improve miner incomes and sustainably transition from mercury. The GOLD+ program aims to harness the ASGM sectors full potential at scale through integrated, holistic and multisectoral approaches to formalize mining livelihoods and protect the global environment.

The GOLD+ project in Ghana has 4 components:

1. Optimizing formalization through commodity-specific landscape/jurisdictional approaches (JAs);
2. Accelerating financial inclusion and the creation of responsible gold supply chains.
3. Enhancing uptake of mercury-free technologies through sustainable business models and;
4. Fostering knowledge sharing, learning, and local capacity building support.

The implementation of GOLD+ in Ghana will be implemented by the Environmental Protection Agency in partnership with other relevant national institutions. It will be supported by UNDP (lead UN agency, directly responsible for components 1, 2 and 4) and UNIDO (directly responsible for component 2).

UNDP and UNIDO have received funding from GEF for the Project Preparation Grant (PPG) phase to develop a full project proposal in line with GEF requirements to be submitted to the GEF CEO for endorsement.

II. RATIONALE FOR THE ASSIGNMENT

UNDP is recruiting an International Financial Expert for the GOLD+ PPG phase. The International Financial Expert will provide technical assistance to national consultants who support baseline development of component 2 and aspects related to financial inclusion at proposed GOLD+ sites. This role requires a senior-level expert with knowledge of the options available for micro, small and medium-scale mining enterprises to access finance, credit and loans through blended models. (S)he will support GOLD+ PPG development, serving as focal point on financial inclusion and supply chains guiding local analyses/studies, as agreed with and under direct supervision of the GEF PPG Team Leader. The expert will work closely with the National Consultant (NC) Institutional and Policy Expert, UNDP and UNIDO personnel in Accra.

III. EXPECTED DUTIES AND DELIVERABLES

	DUTIES	DELIVERABLES	DURATION	LOCATION
Prepare Technical	<ul style="list-style-type: none"> ▪ Review GOLD+ selection criteria and provide inputs on proposed sites; ▪ Propose a financial incentive structure for ASGM enterprises that contribute to legalization and formalization at proposed pilot GOLD+ sites in Ghana; ▪ Provide technical assistance to national consultants on component 2 baseline and GOLD+ financial inclusion strategies. 	<ul style="list-style-type: none"> ▪ Annotated GOLD+ selection criteria. ▪ Proposed financial incentive structure for miners and ASGM entities at pilot sites. 	4 days	Home based

Project Document Formulation, CEO endorsement	<ul style="list-style-type: none"> Review socio-economic studies produced by the UNDP NC to inform financial strategies for GOLD+ pilot regions 2; Review supply chains at pilot sites and identify mechanisms to increase the potential benefit against intermediaries; Develop financial strategy for GOLD+ in Ghana pilot regions, identifying opportunities and constraints for accessing different streams of finance; Coordinate with the PPG Lead to ensure coherence between the Theory of Change and component 2 sections of the Pro Doc; Ensure financial inclusion recommendations are gender sensitive, providing options for the empowerment of women miners. 	<ul style="list-style-type: none"> Financial strategy for GOLD+ including a clear identification of barriers to different financial instruments and proposed interventions to be implemented. Component 2 further elaborated with the NC / PPG Team Lead. 	6 days	Home based
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IV. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

- Duty station: Home based
- The consultant will report to the UNDP Deputy Resident Representative in Ghana and will work under the day-to-day supervision of the Team Leader for Environment and Climate at UNDP Ghana, and the PPG GOLD+ Team Lead.
- In the discharge of his or her duties, the IC will have to work in close collaboration with the other UN staff and consultants supporting the project development, as well as with EPA in particular the Minamata Convention focal point.
- Payments will be made upon satisfactory delivery of outputs, and acceptance and confirmation by UNDP on outputs delivered.

V. LOGISTICS AND ADMINISTRATIVE SUPPORT TO PROSPECT IC

- The Consultant will be given access to relevant information necessary for execution of the tasks under this assignment.
- The Consultant will be responsible for providing her/his own working station (i.e. laptop, internet, phone, scanner/printer, etc.) and must have access to reliable internet connection.

VI. DURATION OF THE WORK

- 10 working days from 18 February 2021 to 18 April 2021.

VII. REQUIRED QUALIFICATIONS OF THE INDIVIDUAL CONTRACTOR

Education:

- Master's degree or higher in a relevant field, such as natural resource governance, international finance and/or accounting, applied economics or African development studies;

Experience:

- Minimum 8 years' experience in financial aspects of the extractive industries, with understanding of environmental, social and governance (ESG) issues in the West African gold mining industry.
- Demonstrated proficiency in conducting research with ASGM stakeholders, with proven expertise in financial incentives, barriers to formalization, land rights and livelihood issues, ideally in Ghana.
- At least three publications on socio-economic aspects of ASGM in Africa (verifiable in CV);
- Knowledge of rural land-use conflicts, property rights, tenure security issues in the ASGM sector, including awareness of opportunities and constraints with community mining licenses.
- Experience with advising international development projects on ASM in Sub-Saharan Africa.
- Familiarity with GEF Projects, including Minamata Convention on Mercury, is preferred.

Language:

- Fluency in written and spoken English is required.

Functional Competencies:

- Excellent oral and written communication skills, with analytic capacity and demonstrated ability to synthesize complex information in high quality papers/reports and in effective presentations to different audiences;
- Skills in facilitating meetings effectively and efficiently;
- Ability to develop and maintain partnerships/relationships, including with clients, focusing on results for the client/partner and responding positively to feedback.
- Excellent oral and written communication skills, with analytic capacity and demonstrated ability to synthesize complex information in high quality papers/reports and in effective presentations to different audiences;
- Skills in facilitating meetings effectively and efficiently;
- Ability to develop and maintain partnerships/relationships, including with clients, focusing on results for the client/partner and responding positively to feedback
- Excellent analytical and organizational skills;
- Exercise the highest level of responsibility and be able to handle confidential and politically sensitive issues in a responsible and mature manner.

Core Competencies:

- Demonstrates integrity by modeling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favoritism;
- Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment

VIII. EVALUATION CRITERIA

The Individual consultant will be evaluated based on a cumulative analysis taking into consideration the combination of the qualifications and financial proposal.

The award of the contract shall be made to the individual consultant after the offer has been evaluated and determined as:

- Responsive/compliant/acceptable; and
- Having received a high score out of a pre-determined set of weighted technical (desk reviews based on CV) and financial criteria specific to the solicitation.
- Technical Criteria - 70% of total evaluation; Financial Criteria - 30% of total evaluation

Technical criteria (70%):**Education (10%):**

- Master's degree or higher in a relevant field, such as natural resource governance, international finance and/or accounting, applied economics or African development studies **(10%)**

Experience (60%):

- Minimum 8 years' experience in financial aspects of the extractive industries, with understanding of environmental, social and governance (ESG) issues in the West African gold mining industry **(20%)**.
- Demonstrated proficiency in conducting research with ASGM stakeholders, with proven expertise in financial incentives, barriers to formalization, land rights and livelihood issues, ideally in Ghana **(15%)**.
- At least three publications on socio-economic aspects of ASGM in Africa (verifiable in CV) **(5%)**;
- Knowledge of rural land-use conflicts, property rights, tenure security issues in the ASGM sector, including awareness of opportunities and constraints with community mining licenses **(8%)**.
- Experience with advising international development projects on ASM in Sub-Saharan Africa **(7%)**.
- Familiarity with GEF Projects, including Minamata Convention on Mercury, is preferred **(5%)**.

Criteria	Weight	Max. Point
Technical Competence (based on CV, Proposal and interview (if required))	70%	70
▪ Education	10%	10
▪ Experience	60%	60
Financial (Lower Offer/Offer*100)	30%	30
Total Score	Technical Score + Financial Score	

VIII. PAYMENT MILESTONES AND AUTHORITY

The consultant shall receive her lump sum service fees upon certification of the completed tasks satisfactorily, as per the following payment schedule:

Installment of Payment/ Period	Deliverables or Documents to be Delivered	Approval should be obtained	Percentage of Payment
1 st Installment	<ul style="list-style-type: none"> • Annotated GOLD+ selection criteria. • Proposed financial incentive structure for miners and ASGM entities at pilot sites. 	Yes	40%
2 nd Installment	<ul style="list-style-type: none"> • Financial strategy for GOLD+ including a clear identification of barriers to different financial instruments and proposed interventions to be implemented. • Component 2 further elaborated with the NC / PPG Team Lead. 	Yes	60%

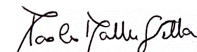
IX. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Individual Consultant shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP.

This TOR is cleared by:

Name: Paolo Dalla Stella

Designation: Head of Cluster, Environment and Climate


Signature:  _____

Date Signed: 20-Jan-2021

This TOR is approved by:

Name: Silke Hollander

Designation: Deputy Resident Representative

Signature:  _____

Date Signed: 20-Jan-2021