

TERMS OF REFERENCE:

ENVIRONMENTAL AND SOCIAL SAFEGUARDS AND GENDER EXPERT

Duty Station: Home-based with possible field visits to Tanzania

Duration: 3 months (spread over 9 months)

Project: GEF PPG for Integrated Landscape Management for Sustainable Ecosystem Services and Community Livelihoods in Wami-Ruvu River Basin, Tanzania

Budget: USD 7,500

Reports to: PPG Team Leader /PPG Coordinator

Type of Contract: Individual Consultant

Application Deadline: 15 July 2025

1. BACKGROUND

The Global Environment Facility (GEF) is supporting the preparation of a full project proposal focused on enhancing the resilience of ecosystems and communities in the Wami-Ruvu River Basin in Tanzania. The Wami-Ruvu Project Identification Form (PIF) was approved in Feb 2025 and with the objective to halt land degradation and conserve biodiversity in the Basin, thereby improving the provision of ecosystem services that mitigate greenhouse gas emissions and regulate critical water resources.

Over the next 9 months, the full proposal will be fully elaborated, in close collaboration with the Vice-President Office, the Ministry of Water, and all the partners for submission to the GEF Secretariat for endorsement. Once endorsed, the full project will be implemented by UNEP, and co-executed by the Ministry of Water, the Global Water Partnership Tanzania, Wami-Ruvu Basin Water Board and the Vice President Office. This implementation arrangement will be discussed and clarified with all the stakeholders during the PPG phase.

As part of the Project Preparation Grant (PPG) phase of a GEF-financed project in the Wami-Ruvu River Basin, this assignment will contribute to ensuring that the full project design adheres to the highest environmental and social safeguards (ESS) standards, mainstreams gender equality, and integrates the perspectives of vulnerable and marginalized groups. The project aims to enhance ecosystem and community resilience while managing potential environmental and social risks that may arise from project activities. The Environmental and Social Safeguards and Gender Expert will be responsible for ensuring compliance with the safeguards policies of the GEF and UNEP and with relevant national frameworks in Tanzania, while also embedding gender-responsive approaches throughout the design.

2. OBJECTIVE OF THE ASSIGNMENT

To assess potential environmental and social risks and impacts of the proposed project and ensure the incorporation of adequate mitigation and management measures, while conducting a gender analysis and developing a Gender Action Plan that promotes equitable participation and benefits across project components.

3. SCOPE OF WORK AND RESPONSIBILITIES

The consultant will perform the following tasks:

3.1. Policy, legal and institutional review

- i. Review national frameworks:
 - Review relevant Tanzanian policies, laws, and regulations related to environmental protection, social safeguards, land tenure, community rights, and gender equality.
 - Assess alignment of these frameworks with GEF Environmental and Social Safeguard Standards and UNEP's Environmental, Social and Economic Sustainability Framework (ESESF).
 - Identify regulatory gaps or implementation challenges relevant to the project and provide guidance on how the project design should respond to ensure legal compliance and good practice.

3.2. Baseline assessment and impact screening

- i. Environmental and social baseline:
 - Develop a concise yet comprehensive baseline assessment of the Wami-Ruvu River Basin, focusing on environmental characteristics (e.g., biodiversity, hydrology, ecosystem services), socio-economic conditions (e.g., poverty, gender dynamics, livelihoods), and socio-ecological sensitivities.
 - Include a description of cultural and heritage values, land use patterns, ecosystem dependency, and climate vulnerability.
- ii. Impact screening and risk identification:
 - Screen all proposed project activities to identify potential adverse environmental and social impacts (direct, indirect, and cumulative) during both implementation and post-project phases.
 - Identify risks related to land use change, resettlement, resource access restrictions, gender-based exclusion, or adverse impacts on Indigenous Peoples and vulnerable groups.
 - Propose mitigation measures, alternatives, or adjustments to design to eliminate or reduce risks, using the mitigation hierarchy.

3.3. Socio-economic and gender analysis

- i. Baseline socio-economic data collection:
 - Compile and, where necessary, collect disaggregated socio-economic data (e.g., population, income levels, land use, resource access, education, livelihoods, ethnicity, disability, gender roles).
 - Engage with local stakeholders and institutions to gather ground-level insights.
- ii. Gender analysis and mainstreaming:
 - Conduct a gender analysis to understand differentiated access, needs, vulnerabilities, and opportunities of women, men, youth, and other gender identities in the basin.
 - Identify barriers to participation, decision-making, benefit-sharing, and empowerment in the context of natural resources and ecosystem management.
 - Develop gender-responsive indicators and entry points for integrating gender equality into project outcomes.

3.4. Gender Action Plan and Stakeholder Engagement

- i. **Formulate a Gender Action Plan (GAP):**
 - Design concrete actions, responsibilities, indicators, and budget estimates to ensure gender equality and empowerment goals are achieved.
 - Ensure the GAP aligns with GEF and UNEP requirements.
- ii. **Stakeholder engagement and consultations:**
 - Facilitate inclusive, gender-sensitive consultations with diverse stakeholder groups including:
 - Local communities, traditional leaders, and user groups (e.g., CBNRM groups).
 - National and local government officials.
 - Women's associations and civil society organisations.
 - Private sector entities and funding partners.
 - Document consultation processes and integrate findings into the GAP, safeguards, Stakeholder Engagement Plan and project design.

3.5. Safeguards Instruments

- i. Prepare safeguards documents:
 - Complete the Safeguard Risk Identification Form (SRIF) in accordance with UNEP's procedures.
 - Draft an Environmental and Social Management Framework (ESMF) that:

- Details procedures for future safeguards screening, impact assessment, and risk mitigation during implementation.
- Provides monitoring and reporting requirements.
- Includes grievance redress mechanisms (GRM), stakeholder engagement strategies, and capacity building plans.

F. Technical Contributions

9. Input to project documentation:

- Provide technical inputs to the development of project components, Theory of Change, Results Framework, and budget – as required by other technical experts
- Populate gender-related sections of the CEO Endorsement Request and Annexes
- Ensure safeguard risks are appropriately classified and addressed in all relevant documents.

3.6. Additional Support

- i. Perform any additional tasks relevant to environmental and social safeguards and gender mainstreaming as required by the PPG Team Leader or Coordinator.

3.7. Reporting and Coordination

- i. The consultant will report to the PPG Team Leader and work in close coordination with the PPG Coordinator, executing partners, and national consultants. All deliverables will be subject to approval by the PPG coordination team and the GEF Implementing Agency.

4. DELIVERABLES

- i. Review report on national legal, policy, and institutional frameworks related to ESS and gender.
- ii. Baseline report detailing environmental, socio-economic, and gender context of the Wami-Ruvu Basin.
- iii. Environmental and Social Impact Screening Matrix with mitigation measures.
- iv. Gender Analysis Report and fully costed Gender Action Plan.
- v. Safeguard Risk Identification Form (SRIF) using UNEP template.
- vi. Environmental and Social Management Framework (ESMF) report.
- vii. Consultation documentation, including stakeholder lists and gender-disaggregated data.
- viii. Inputs to the GEF CEO Endorsement Request and Annexes, including gender and safeguards sections.
- ix. Final summary of lessons learned and recommendations for safeguards and gender implementation during the full project

5. REQUIRED QUALIFICATIONS AND EXPERIENCE

5.1. Academic qualifications:

- Advanced university degree (Master's or higher) in Environmental Studies, Social Sciences, Gender Studies, Development Studies, Natural Resource Management, or a related field.

5.2. Professional experience:

- At least 7–10 years of professional experience in:
 - Conducting environmental and social impact assessments (ESIA) and/or developing Environmental and Social Management Frameworks (ESMFs).
 - Applying environmental and social safeguard policies for internationally funded projects, especially those supported by GEF, UNEP, or other UN agencies, multilateral development banks, or bilateral donors.
 - Designing and implementing gender analyses and Gender Action Plans in the context of natural resource management, climate change, rural development, or conservation projects.
- Proven experience with:
 - Stakeholder engagement and facilitation of inclusive consultations, especially with women, Indigenous Peoples, local communities, and other vulnerable groups.
 - Safeguards tools and risk classification systems (e.g., UNEP's SRIF, GEF's ESS guidelines).
 - Mainstreaming gender equality and social inclusion into programme design, implementation, and monitoring.

5.3. Technical skills:

- Sound understanding of environmental and social risk management principles, including:
 - Grievance redress mechanisms (GRM) and Cultural heritage considerations, and free, prior and informed consent (FPIC) where applicable.
- Familiarity with:
 - Tanzania's environmental and gender policy frameworks, regulatory institutions, and safeguards procedures.
 - International frameworks such as the GEF's Environmental and Social Safeguards Standards and UNEP's Environmental, Social and Economic Sustainability Framework (ESESF).

5.4. Other competencies:

- Strong analytical, writing, and report drafting skills.
- Excellent interpersonal and cross-cultural communication skills.
- Ability to work collaboratively with multidisciplinary teams.
- Fluency in English (spoken and written) is essential; working knowledge of Swahili is highly desirable.
- Demonstrated ability to deliver high-quality outputs within deadlines and in complex project environments.

6. APPLICATIONS

Interested candidates should submit their CV's with a letter of motivation for this position, presenting a summary on approach to the tasks, along with a short work plan to:

shamiso.kumbirai@gwpsaf.org with a copy to mark.naidoo@gwpsaf.org.