

LARGE INNOVATION PROJECT

“ENHANCING HYDROMET SERVICES THROUGH REGIONAL MONITORING INNOVATION HUBS IN AFRICA”

TERMS OF REFERENCE FOR A CONSULTANT

to (1) conduct a comprehensive, gender-responsive consultative process in The Gambia involving all direct and indirect stakeholders of the project; (2) support the development of the Environmental and Social Impact Assessment, Gender Analysis, the Environmental and Social Management Plan and the Gender Action Plan based on the results of the consultative process and in compliance with the Adaptation Fund Environment, Social and Gender Policies; and (3) support the organisation and delivery of the national workshop in The Gambia to validate the Fully-Developed Project Proposal.

BACKGROUND

The WMO HydroHub has been preparing a regional proposal to be submitted to the Adaptation Fund (AF) to implement a large innovation project “Enhancing Hydromet Services through Regional Monitoring Innovation Hubs in Africa”. A three-step submission process is currently being followed: (1) Pre-concept Proposal, (2) Project Concept Proposal and (3) Fully-Developed Proposal. The first step Pre-concept Proposal was approved by the AF Board in April 2022, the second step Project Concept Proposal was approved by the AF Board in March 2023 (available [here](#)), and the third step – development of the Fully-Developed Proposal – will start in May 2023 by a Lead consultant.

During the development of the Fully-Developed Proposal, to achieve full compliance with the Environmental & Social Policy (ESP) and Gender Policy (GP) of the AF, the Environmental and Social Impact Assessment (ESIA), Gender Analysis (GA), the Environmental and Social Management Plan (ESMP) and the Gender Action Plan (GAP) will be carried out/developed by the Lead consultant with a support of two national consultants hired locally in Tanzania and The Gambia. The ESIA, GA, ESRMP and GAP shall be included in the Fully-Developed Proposal submitted to the AF. To validate the Fully-Developed Proposal, two national validation workshops in Tanzania and The Gambia will be held in October 2023.

In view of the above, a comprehensive, gender-responsive consultative process has to be carried out in July 2023 involving meetings with agencies (ministries of natural resources and environment, National Meteorological and Hydrological Services (NMHSs), NGOs, agriculture, energy, water and irrigation, economy and finance, planning and development, tourism, women and youth etc.) and field visits to communities (involving women, marginalized and

vulnerable groups, minority groups and indigenous people) dependent on water resources and prone to climate variability and change events. During the consultation process, it will be useful to present the proposed project's activities, identify the environmental, social and gender-related risks which could arise from the proposed project activities and draft the necessary action plan, and identify legislation and build institutional capacities to mitigate the environmental, social and gender risks and negative impacts as well as to enhance positive impacts and opportunities within a reasonable timeframe.

This consultancy will cover the following activities required for the development and finalization of the Fully-Developed Proposal: (1) conduct a comprehensive, gender-responsive consultative process in The Gambia involving all direct and indirect stakeholders of the project, including vulnerable groups and taking into account gender considerations; (2) support the Lead consultant in the development of the Environmental and Social Impact Assessment (ESIA), Gender Analysis (GA), the Environmental and Social Management Plan (ESMP) and the Gender Action Plan (GAP) based on the results of the consultative process and in compliance with the Adaptation Fund (AF) Environment, Social and Gender Policies; and (3) support the organisation and delivery of the national workshop in The Gambia to validate the Fully-Developed Proposal.

SCOPE OF WORK

Under the supervision of the Associate Project Officer, Global Hydrometry Support Facility (WMO HydroHub), under guidance of the project Lead consultant and in close collaboration with national partners of The Gambia, the Consultant will undertake the following tasks:

- Identify relevant stakeholder groups and their representatives to be consulted with a particular attention to minority groups, marginalized and vulnerable groups, and indigenous people in the project target areas;
- Develop consultation techniques tailored specifically per target group;
- Visit at least 2 locations (identified and agreed with the Lead consultant) in The Gambia, and engage with and consult the relevant stakeholders (regional and national agencies, and communities) using a detailed consultation questionnaire provided by the Lead consultant, to assess the potential risks of the proposed project's activities against the 15 Principles of the ESP of the AF and in accordance with the national regulations and laws on social and environmental aspects;
- Compile the environmental and social impact related findings as well as gender related findings from the consultations into a Consultation Report which must include:
 - a list of consulted individuals from agencies and communities with their details (including gender and age), signature, principles of choice, role ascription, and date of consultation;

- a description of consultation techniques (tailored specifically per target group), including pictures and graphs;
 - the key consultation findings (in particular suggestions and concerns raised) as well as photos from consultation events;
 - a summary of the gender context in the project target areas including national frameworks, policies, plans and programs on gender equality;
 - a summary of foreseen environmental impacts of the project;
 - a description of possible risk mitigation measures and possible measure for increasing positive impacts and opportunities of the project activities that shall be taken to ensure consistency with the ESP Principles and applicable host countries laws and regulations;
 - a description of possible risk mitigation measures as well as possible measures for enhancing gender-positive impacts and opportunities of the project activities;
 - any additionally information, including stakeholder consultation meeting minutes or report (as Annexes to the Report);
 - completed consultation questionnaires (as Annexes to the Report).
- Support the Lead consultant in the development of the Environmental and Social Impact Assessment (ESIA), Gender Analysis (GA), the Environmental and Social Management Plan (ESMP) and the Gender Action Plan (GAP) based on the results of the consultative process and in compliance with the Adaptation Fund (AF) Environment, Social and Gender Policies;
 - Support the Hydrological Adviser of The Gambia with WMO in the organisation and delivery of the national workshop in The Gambia to validate the Fully-Developed Proposal.

EXPECTED DELIVERABLES

The expected deliverables of this assignment are:

1. An inception report including a list of target stakeholder groups, a description of intended consultation techniques tailored specifically per target stakeholder group, and a detailed work and consultation plan.
2. A Consultation Report with completed consultation questionnaires (as Annexes).
3. Support (including review, written inputs, communication with national stakeholders for verification purposes) to the Environmental and Social Impact Assessment (ESIA), Gender Analysis (GA), the Environmental and Social Management

Plan (ESMP) and the Gender Action Plan (GAP).

4. Support (including review and inputs into the development of the workshop agenda and the identification of workshop participants) to the organization and delivery of the National Validation Workshop.

TIMELINE WITH NUMBER OF WORKING DAYS PER TASK

Task Description	Number of working days	Timeline
Developing the inception report	2	3 – 9 July 2023
Visiting locations, engaging with, and consulting relevant stakeholders	5	17 – 23 July 2023
Developing a Consultation Report	3	24 – 30 July 2023
Supporting the development of ESIA, GA, ESMP and GAP	2	4 – 30 September 2023
Supporting the organisation and delivery of the national validation workshop	2	15 – 30 October 2023
TOTAL	14	

APPLICATION DETAILS

The consultant candidates are invited to send an expression of interest (in English) with their up-to-date CV (please note that CV should include at least two recent references together with their contact details who can highlight the candidate's working experience in the relevant field) by **7 May 2023** to Mr Igor Chernov (ichernov@wmo.int) and Ms Sophia Sandström (sosandstrom@wmo.int).

FINANCIAL ARRANGEMENT

The total budget to carry out the assignment is to cover the overall costs including fees for consultation process development, stakeholder consultations and travel costs (including DSA).

The payment rates will be according to WMO consultant pay bands. The payments will be made based on the approved deliverables submitted.

USEFUL LINKS

- The Project Concept Proposal: <https://www.adaptation-fund.org/project/enhancing-hydromet-services-through-regional-monitoring-innovation-hubs-in-africa-gambia-tanzania/>
- Policies & Guidelines (including operational policies and guidelines on Environmental, Social and Gender Policy) of the Adaptation Fund: <https://www.adaptation-fund.org/documents-publications/operational-policies-guidelines/>

QUALIFICATIONS & EXPERIENCE REQUIRED

- Master's Degree in natural sciences, social sciences or related field;
- Proven experience in conducting environmental and social impact assessments including gender analysis, in the domain of operational hydrology, water resources management and/or disaster risk reduction;
- A minimum of 5 years working experience in the field of expertise (environmental and social impact assessment, climate change and gender mainstreaming) or evaluating projects in this context;
- Experience in implementing/designing development projects in West Africa; Experience in the preparation of Adaptation Fund projects (and/or other international donors such as Green Climate Fund, World Bank, and African Development Bank), ESIA and/or gender assessment is an advantage;
- Thorough understanding of the gender context in The Gambia, and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention is an advantage;
- Experience in research, analyzing consultation findings, writing meeting reports;
- Qualified expertise in project management;
- Strong networking and communication skills; experience in engaging local communities; understanding of the local power dynamics and hierarchies; cultural sensitivities;
- Experience in engaging with men, women and gender minorities locally, nationally and regionally;
- Fluency in English, spoken and written.