



## Terms of Reference for IUCN Consultancy

**Title: Baseline study for the Landscape and Integrated Water Resources Management in the upper Awash River basin, Ethiopia**

### **Objective of the Consultancy**

This consultancy has the following objective(s):

1. Establish and document baseline indicators for key biophysical and socio-economic parameters in the Upper Awash River Basin, focusing on target communities in Sebeta Town Administration and surrounding catchments.
2. Develop a detailed methodology for baseline data collection and analysis.
3. Produce a GIS-based map of the catchment.
4. Prepare a comprehensive baseline report for the catchment.
5. Provide data and insights that will serve as a benchmark for monitoring and evaluating project progress throughout implementation.

### **Background**

Project Reference: P04807

Donor reference:

### **About IUCN**

IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,400 Member organisations and around 15,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.

IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, indigenous peoples organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.

Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.

Terms of Reference for Consultancy: Baseline study for the Landscape and Integrated Water Resources Management in the upper Awash River basin, Ethiopia

## 1. About the Project

The project focuses on promoting catchment protection through Nature-based Solutions (NbS), framed as best adaptive practices in the context of climate change and increasing land degradation. It aims to scale up NbS for watershed restoration in alignment with national basin development, land degradation neutrality, and landscape restoration goals.

The general objective is to enhance water-related ecosystem services in key watersheds of the upper Awash sub-basin for the benefit of both people and the environment through the application of NbS. To achieve this, the project will strengthen action-oriented partnerships among community-based organizations (CBOs), the wider public, national and local governments, and non-government actors. These partnerships will promote shared learning & knowledge, shape positive attitudes, and encourage good practices, mobilizing society as a whole to achieve watershed rehabilitation, restoration, and sustainable development and use.

Four key outcomes have been proposed to deliver the project's general objective:

**Outcome 1:** Implement a range of watershed restoration measures, including site prioritization, support for CBOs, and integrated watershed management (IWM). Activities will also include strengthening catchment monitoring, foster inter-community dialogue, and support the creation of catchment management plans and community by-laws.

**Outcome 2:** Conduct degradation mapping and restoration assessments, enforce catchment management plans and by-laws, and organize periodic community-led reviews to strengthen community capacities for catchment management.

**Outcome 3:** Identify alternative livelihood opportunities for women and youth, provide entrepreneurship training and tools, and facilitate market linkages for eco-friendly products.

**Outcome 4:** Rehabilitate community water points, supply water storage facilities to schools and health centres and conduct training sessions to raise awareness on personal and environmental hygiene.

## 2. Description of the Assignment

The main purpose of this assignment is to determine and document baseline indicators for measuring biophysical and socio-economic parameters that will be monitored throughout the implementation of the project in the upper Awash River basin in Sebeta woreda, focusing on seven key micro-watersheds, namely Abayi, Biliqe, Buba, Gogeti, Sombo, Wajitu and Yabe Soni. Therefore, the consultant is expected to produce a GIS map indicating priority restoration areas, detailed methodology and then the baseline report for the catchment, and the information generated will help to track progress in the implementation of the project.

## 3. Duration of the Assignment

The assignment is expected to take **45 working days** from the date of contract signing. Specifically, the assignment will cover the time from September 10, 2025–October 25, 2025

#### 4. Deliverables and Activities

The consultant will provide the following deliverables and carry out the following activities:

Deliverable/Activity	Description	Deadline
1. Inception report	Inception report comprising detail methodology and action plan	20 September 2025
2. draft report	-First draft report: Literature review, summary of field data and first-hand baseline analysis report in 15 days - Draft report with compiled inputs from IUCN team and stakeholders	10 October 2025
3. Final report	Final baseline assessment report with all annexes, such as catchment GIS based map, data collection tools and summarized data used by the consultant -to be used for future evidence and reference	25October ,2025

#### 5. Payment Schedule

The Timetable below summarises the chronological order of deliverables and indicates milestones at which IUCN will pay the Consultant.

Deliverable	Milestone payment
Upon signing of contract, October 10, 2025	20%
Upon submission of draft report, 10 October 2025	40%
Upon submission of final report, 25 October 2025	40%

#### 6. Skills and Experience

The consultant must have the following skills, education and experience as a minimum:

##### 6.1 Team Leader:

- Postgraduate degree in Water Resources Management, Natural Resources Management, Forestry, Environmental Science, Environmental Economics, or other related fields.
- Minimum of seven years of professional experience in relevant disciplines.
- Demonstrated leadership in managing multi-disciplinary teams and delivering high-quality analytical reports.

##### 6.2 Team Members:

- Postgraduate qualification in fields such as GIS & Remote Sensing, Economics, or Geographic Information Systems or any other related field of study.
- Proven expertise in conducting assignments of similar scope and complexity.

Terms of Reference for Consultancy: Baseline study for the Landscape and Integrated Water Resources Management in the upper Awash River basin, Ethiopia

### **6.3 General Competencies (for all team members):**

- Minimum of five years of practical experience in one or more of the following areas:
  - Biophysical and socio-economic assessments.
  - Climate change impact assessments.
  - Natural resource management.
  - Integrated water resources management assessments.
- Strong analytical, communication, and report-writing skills.
- Proven ability to work effectively with diverse stakeholders, including communities, government institutions, and development partners.

### **6.4 Supervision and coordination**

The consultant will report to and work under the supervision of Country Program officer and regional project team.