

**COMMISSION DU BASSIN DU
LAC TCHAD**



**LAKE CHAD BASIN
COMMISSION**

***TECHNICAL SUPPORT PROJECT FOR THE RESTORATION OF THE
ECOLOGICAL AND ECONOMIC FUNCTIONS OF THE LAKE CHAD BASIN
(PARFEBALT)***

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Terms of Reference

**Recruitment of an Environmental, Social and Climate
Safeguards Expert for the Coordination Unit of the
Technical Support Project for the Restoration of the
Ecological and Economic Functions of the Lake Chad
Basin (PARFEBALT).**

March 2026

1. Background and Rationale

The **Lake Chad Basin Commission (LCBC)** is an intergovernmental organisation established in 1964 by the States bordering Lake Chad to ensure the **sustainable and equitable management of the Basin's water resources, the preservation of associated ecosystems, and the promotion of regional integration**. It provides the institutional framework for cooperation among Cameroon, Niger, Nigeria, the Central African Republic and Chad, and plays a strategic role in promoting stability, economic development, natural resource management and climate resilience throughout the Lake Chad Basin.

Over the years, the LCBC has implemented several major initiatives, supported by its technical and financial partners, notably the African Development Bank Group (AfDB). These initiatives have focused on ecosystem rehabilitation, strengthening community resilience, improving water governance, and promoting regional security and stability. They include flagship programmes such as PRODEBALT, PRESIBALT and PARSEBALT, through which the Commission has developed substantial operational and institutional experience.

Despite these efforts, the Lake Chad Basin continues to face significant challenges, including ecological degradation and a shrinking surface area; increasing climate variability; growing demographic and anthropogenic pressures; limited availability and reliability of hydrometeorological data for informed decision-making; persistent insecurity; and institutional and socio-economic fragility across the region.

In response to these challenges and in line with regional strategic orientations, the LCBC adopted the Strategic Action Programme (SAP) for the Lake Chad Basin in 2022, covering the period 2023-- 2035. Within this framework, the AfDB is supporting Member States through the Technical Support Project for the Restoration of the Ecological and Economic Functions of the Lake Chad Basin (PARFEBALT).

The project aims to:

- Strengthen hydrological, hydrogeological and ecological knowledge of the Basin;
- Prepare and structure a major regional investment programme;
- Improve gender- and conflict-sensitive water governance;
- Support the mobilisation of international financial resources;
- Strengthen the institutional capacities of the LCBC;
- Contribute to climate resilience and regional stabilisation.

To ensure effective implementation in line with AfDB standards and Member State requirements, it is essential to establish a dedicated, multidisciplinary and fully operational **Project Management Unit (PMU)**. The PMU, hosted within the LCBC's Technical Department, will be responsible for the planning, implementation, technical oversight, fiduciary management, and monitoring and evaluation of PARFEBALT.

To support the Coordination Unit of PARFEBALT in monitoring aspects related to Environmental, Social, and Climate Safeguards, the Lake Chad Basin Commission

(LCBC) plans to recruit an Environmental, Social, and Climate Safeguards Expert for the project's implementation.

2. Responsibilities

As an environmental, social, and climate safeguard policies and standards specialist, the Environmental, Social and Climate Safeguards Expert supports the project in ensuring compliance with national and international regulatory frameworks while minimising negative impacts and maximising socio-environmental benefits. With solid experience in environmental and social risk and impact assessment, the expert intervenes throughout the project cycle, integrating climate-related issues, resilience, and social considerations. The expert will actively contribute to the project's sustainability and to the protection of communities and ecosystems.

The responsibilities of the Environmental, Social and Climate Safeguards Expert include the following:

- Ensure environmental, social, and climate monitoring of the project in collaboration with the authorities responsible for environmental affairs;
- Propose the terms of reference for the environmental and social (E&S) studies necessary for preparing the programme and investment projects;
- Increase awareness and organise training for project staff on monitoring the implementation of environmental and social safeguard measures (technicians, facilitators, contractors, and consulting firms working with the LCBC), as well as for local committees, to ensure the sustainable application of environmental provisions in the project areas;
- Monitor the implementation of studies and oversee quality reviews;
- Prepare and follow up on quarterly reports on the implementation of the project's environmental and social activities in accordance with national requirements and those of the African Development Bank (AfDB);
- Review and contribute to the validation of specific environmental and social safeguard instruments (P3P, specific ESMPs, C-ESMPs, and Abbreviated Plans for Loss of Use of Affected Persons, etc.);
- Ensure the preparation of the specific plans (P3P, specific ESMPs, C-ESMPs, Abbreviated Plans for Loss of Use of Affected Persons, etc.);
- Ensure compliance with the required quality standards for environmental and social studies;
- Ensure compliance with procedures in the preparation of resettlement action plans and in public consultations and stakeholder engagement;
- Assist in preparing quarterly project implementation reports;
- Carry out any other activities related to the project's environmental, social, and climate aspects safeguards.

3. Required Profile

- Master's Degree in Environmental Engineering, Environmental Science, Environmental Management, Development Policy, or a related field, with additional training in climate change;
- At least 10 years of professional experience in environmental, social, and climate safeguards (including environmental and social impact assessments, and the implementation of environmental, social, and climate safeguards) measures);
- Demonstrated knowledge of donor safeguard frameworks, especially those of the African Development Bank (AfDB), World Bank (WB), and Global Environment Facility (GEF);
- Proven practical experience in pollution control, waste management, monitoring of water, air and noise quality, as well as biodiversity assessment and ecosystem analysis restoration;
- Proven experience in environmental risk assessment, baseline studies, sampling protocols, data analysis, and environmental monitoring methods;
- Proven experience in preparing environmental and social safeguard instruments and their implementation with the AfDB or other international development partners (ESIA/ESMP, RAP, P3P, etc.);
- Relevant professional experience in developing climate change adaptation strategies, building value chain infrastructure, and capacity-building for rural communities;
- Ability to work collaboratively with government services, private companies, other projects, NGOs, associations, cooperatives, and producer organisations;
- Good command of computer tools (particularly Word, Excel, MS Project, Access, PowerPoint, etc.);
- Have full professional proficiency, both written and spoken, in French or English. Knowledge of both languages is an asset;
- Demonstrate the highest standards of ethics, integrity and transparency.

4. Contract Duration

The Expert will be recruited under a one-year contract, renewable subject to a three (3)- month probationary period. The consultant's performance will be evaluated annually, and any contract renewal will be conditional upon a performance assessment deemed satisfactory by the Lake Chad Basin Commission.

5. Application File

The application file will include the following documents:

- a) Letter of motivation
- b) A detailed, dated, signed and certified Curriculum Vitae highlighting the candidate's qualifications, professional experience and competencies, and

including at least two (2) relevant references with full contact details of previous employers;

- c) Copies of legally certified diplomas and employment certificates.
- d) Female candidates are strongly encouraged to apply.

In the event of final selection, the following documents shall be required:

- Original copies of the declared academic diplomas and employment certificates;
- A copy of a criminal record certificate issued within the last three (03) months;
- A medical certificate and follow-up report issued by a licensed medical practitioner.

6. Evaluation Criteria

Consultants will be evaluated based on their application files, according to the following criteria and scoring scale:

Criteria	Sub-Criteria	Marks
Academic Qualifications	Master's Degree in engineering, environmental sciences, social sciences, climate studies, or a related field.	10
	Additional training in climate change;	5
General Professional Experience	Minimum of 10 years of experience in environmental, social and climate safeguards;	15
Specific Experience	Experience in the implementation of safeguard instruments (ESIA, ESMP, P3P, RAP, C-ESMP, etc.);	20
	Proven experience in the preparation and implementation of AfDB or donor safeguard instruments (ESIA, ESMP, P3P, RAP, C-ESMP, etc.);	10
	Demonstrated relevant professional experience in developing climate change adaptation strategies, supporting value chain development infrastructure, and strengthening the capacities of rural populations.	10
Technical Skills	Good knowledge of climate change issues, rural infrastructure management, adaptation strategies and environmental management.	15
Cross-cutting Skills	Ability to work with government administrations, NGOs, projects and cooperatives, with strong coordination and communication skills;	5

Criteria	Sub-Criteria	Marks
IT Skills	Proficiency in Word, Excel, PowerPoint, MS Project and Access.	5
Knowledge of the Area	Have a good knowledge of the Lake Chad Basin	5
Total		100

The minimum score required to be shortlisted is 75 points out of 100.

The candidate with the highest total score above the minimum will be invited to negotiate a contract.

7. Duty Station

The duty station is N'Djamena, Chad.

The Lake Chad Basin Commission guarantees equal opportunities for all candidates, actively promotes diversity within its workforce, and applies a zero-tolerance policy towards fraud and corruption. No fees or payments are required at any stage of this recruitment process. Only shortlisted candidates will be contacted.

Amb. IBRAHIM BABANI

Executive Secretary

