1. Background

The International Union for Conservation of Nature and Natural Resources (IUCN) is a membership Union comprising both State and non-State Members. Created in 1948, it is the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of six commissions, and its more than 1,300 Member organizations and some 17,000 experts. IUCN finds pragmatic solutions to the world's most pressing environment and development challenges and works with governments, partners, and the international community to mobilize and implement an ambitious global program aimed at restoring the functionality, productivity, and ecological integrity of landscapes for the benefit of people and nature. IUCN’s current programming is focused on three areas (i) Valuing and conserving nature; (ii) Effective and equitable governance of nature’s use and (iii) Deploying nature-based solutions to global challenges in climate, food and development.

The IUCN Eastern and Southern Africa Regional Office (ESARO) operates in twenty-four countries in the Horn of Africa, East Africa, Southern Africa and the Western Indian Ocean. The current ESARO programming is composed of a suite of mutually interrelated programs and projects designed to address some of the most profound challenges affecting people and nature in the region. Among the projects implemented by IUCN’s Eastern and Southern Africa Regional Office is the TWENDE Project - Towards Ending Drought Emergencies: Ecosystem Based Adaptation in Kenya’s Arid and Semi-Arid Rangelands. It is a five-year project funded by the Green Climate Fund (GCF). The objective of the TWENDE project is to reduce the cost of climate change induced drought on Kenya’s national economy by increasing resilience of the livestock and other land use sectors in restored and effectively governed rangeland ecosystems. The project contributes to Kenya’s national policy of “Ending Drought Emergencies”, as outlined in “Kenya Vision 2030”. It strengthens climate change adaptation in Kenya’s arid and semi-arid lands (ASALs).

The project is implemented in two landscapes (Sabarwawa/Mid Tana and Chyulu Hills) encompassing 11 counties. These target landscapes face challenges of weak capacities for landscape planning, poor access to climate data and analysis, and low access to markets and financial services. Implementation of the TWENDE project is through three components:

- Component 1: Climate change adapted planning for drought resilience – The component ensures coordinated transboundary rangeland management decisions are strengthened by enhanced climate change analysis and participatory community and county planning. The component contributes to addressing the barriers of weak capabilities and inadequate governance institutions;
- Component 2: Restoration of rangeland landscapes for ecosystem based adaptation – The
Component’s main output is to ensure prioritized rangeland resources (including water), are brought under restoration, safeguarded and sustainably managed for improved climate change resilience;

- Component 3: Climate change resilient ecosystem management for investments – Main focus is public, private and community investments in natural resources, addressing barriers related to insufficient investment in rangelands and poor access to markets and financial services.

TWENDE is implemented by IUCN (the Accredited Entity) and Government of Kenya through the Ministry of Agriculture, Livestock, Fisheries and Cooperatives (MoALFC); National Drought Management Authority (NDMA); and Conservation International (CI). For implementation of the TWENDE Project, NDMA, the Government of Kenya through the MoALFC, and CI are the Executing Entities for Component 1, Component 2 and Component 3 respectively. To carry out activity implementation in the respective Components, the Executing Entities will enter into relevant subsidiary and/or procurement agreements with Service Providers and suppliers of goods and services and in respect of Component 3, relevant TA Provider(s) for the relevant Activities.

2. Purpose
The International Union for Conservation of Nature intends to use part of the TWENDE project funding received from the Green Climate Fund (GCF) to carry out a training on the Project’s Environmental and Social Management Framework (ESMF). The training targets the Executing Entity and Service Provider staff as well as project staff at IUCN during the inception phase of the project.

The main purpose of the training is to create common understanding among participants on GCF/IUCN ESMS/F compliance funding requirements, expectations and roles and responsibilities. Further, the training will aim to build the capacity of project staff from the Executing Entities (EE), the Service Providers (SP) and IUCN to enable them to operationalize the ESMF throughout project implementation. Broadly, the capacity building training relates to the ESMF implementation process and awareness on environmental and social safeguards. The training will also induct the executing entities, service providers and PMU staff on how to integrate the ESMF provisions into their respective components. Hence, the training will enable executing entities to effectively communicate about the purpose of social and environmental safeguard and the tools and procedures of the ESMF during all inception workshops, beneficiary trainings and community forums.

3. Objectives and Specific Tasks
The main objective of the training is to create common understanding among participants on GCF/IUCN ESMS/F compliance funding requirements, expectations and roles and responsibilities. The specific tasks of the assignment include:

1) Familiarize with relevant IUCN safeguard tools (www.iucn.org/esms) and requirements of the Green Climate Fund for environmental and social risk management: ; the Environmental and Social Policy, the Indigenous Peoples Policy and the Information Disclosure Policy of the GCF.

2) Review the IUCN ESMF with emphasis on the risk review procedure described in chapter 6; where relevant, propose refinements of the procedures in particular with the intention to ensure full alignment with existing frameworks used by Ministry of Agriculture and the National Drought Management Authority and Conservation International. Review the ESMS Screening Questionnaire (annex 1 of the ESMF) and propose adjustments to make it fit for purpose for the types of sub-projects being screened. Document any changes in form of an addendum to the ESMF.

3) Review the grievance mechanisms of the executing entities (EE) against the requirements established in the ESMF (chapter 8), in the IUCN Grievance Mechanisms Guidance Note1 and in the GCF policy on GRM GN. Draft the project-level GRM integrating existing GRMs of EEs,

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1 Available at: https://www.iucn.org/sites/dev/files/iucn_esms_grievance_mechanism_guidance_note-v2.1.pdf
ensuring compliance with the above mentioned guidance documents and policies.

4) Prepare a ready-to-use manual for the EEs and SPs to enable them to execute their respective ESMF roles and responsibilities.

5) Support Twende staff in refining the Stakeholder Engagement plan to align it with the IUCN ESMS guide on stakeholder engagement as well as with the GCF information disclosure policy.

6) Workshop objectives and agenda. The consultant will lead and guide the IUCN team in development of the training objectives, a high-level workshop agenda (for being distributed to the participants) and a detailed facilitator agenda.

7) Development of the training curriculum/materials and tools in consultation with IUCN.

8) Delivery of the training to the participants, depending on the sanitary situation, rather than a one-day workshop with physical attendance, it might be delivered as a virtual event where the agenda is broken down in sessions of 2-3 hours length.

- Introduce the participants to environmental and social safeguards including the role of the ESMF as a safeguard tool. This will includes tools, principles, standards, risks etc
- Gather feed-back on the stakeholder engagement plan and the grievance redress mechanism/processes
- Capacitate the workshop participants on the implementation of the procedures for the environmental and social review of sub-projects, the assessment of impacts and the development of respective safeguard tools (e.g. ESMP, Indigenous Peoples Plan etc.).
- Capacitate the participants on monitoring the implementation of sub-project ESMPs in adherence to the IUCN’s ESMS Guidance Note on ESMP monitoring (www.iucn.org/esms)
- Discuss and agree on the roles of different project implementers, institutional arrangements in ESMF implementation and ESMS activities for first year of implementation (in form of a work plan)

3). Development and submission of high-quality training report including achieved outputs and ready-to-use safeguard and planning tools

NB: Depending on how well the consultant delivers the training, it is anticipated that the successful consultant will be engaged on pro rata basis over the next five years to support the projects work on ESMS/F.

Tasks in the long run:

- Provide expert comment and review on baseline data collection tools to ensure that baseline study is compliant with ESMF.
- Support the project team in implementation of stakeholder engagement plan and Implementation of the grievance redress mechanism and in execution of other aspects of ESMF on needs basis.
- Support the project team in development of annual performance review and reports sections requiring reporting to GCF on ESMF aspects of the project. This will entail supporting the PMU team to compile an annual monitoring report on ESMP implementation of all sub-projects classified as moderate risk for submission to the project steering committee (PSC). Where relevant and as established by the ESMS Clearance, carry out an annual performance & environment audit for specific sub-projects.
- Where needed, provide additional training or coaching to ensure that the provisions of the ESMF are recognized and appropriately built into the design of the sub-projects.
- Provide technical support to PMU team on annual supervision and ESMP monitoring missions.
- Review and updating of ESMF tools and procedures in order to reflect the learning required by the project

4. Methodology

The consultant will identify and describe the most appropriate and efficient methodology and approach for designing and conducting the training. In adherence to the COVID19 guidelines issues by the Kenya
5. **Deliverables/Outputs of the Assignment**

The main deliverables of the assignment are:

a) **Inception report:** The consultant will undertake consultative meetings, combined with review and analysis of documents related to the project and the assignment. The inception report will be submitted to IUCN within 5 days of contract signing. This report will describe in detail the approach, methodology and work plan to be used in executing the assignment. The consultant will convene an inception meeting to discuss the report with the objective of receiving comments from IUCN for report revision/improvement.

b) **Detailed report:** The consultant will prepare a report capturing among other aspects:

   i. Documentation of proposed changes to the E&S risk review procedures (chapter 6 of the ESMF) agreed with the IUCN team in form of an addendum to the ESMF.
   
   ii. Description of the project-level GRM integrating existing GRMs of EEs, ensuring compliance with the above mentioned guidance documents and policies.
   
   iii. Ready-to-use manual for the EEs and SPs to enable them to execute their respective ESMF roles and responsibilities.
   
   iv. Detailed Stakeholder Engagement plan for the Project.
   
   v. Training objectives, high-level agenda and detailed facilitator agenda.

   c) **Training report:** This report will present details of the TWENDE Project ESMS/F training as delivered to the target participants. It will also identify further training needs based on the assessment of the training that will have been delivered.

6. **Reference Documents**

Relevant documents that IUCN will share with the Consultant include (but not be limited to) the following:

- TWENDE project funding proposal
- TWENDE project ESMF; including revised/draft GRM
- Project Implementation plan
- TWENDE Project Feasibility Study
- IUCN’s ESMF manual

7. **Required Experience, Skills and Competencies – the Consultant**

The consultant will work independently with IUCN providing overall coordination.

The Individual Consultant should have the following requirements:

a. At least a Master’s degree in Social or Environmental Studies, Natural Resource Management, or a related discipline;

b. A minimum of ten (10) years of relevant professional experience in areas related to environmental and natural resource management, including strong roles of communities based resource management, development of environmental and social safeguard tools, social and environmental impact assessments, including delivery of face to face or virtual safeguard trainings and experience in project accompaniment on ESMF work;

   c. A profound knowledge and extensive experience in developing and managing the implementation of Environmental and Social Impact Assessments (ESIAs) and safeguard tools such as Environmental and Social Management Plans (ESMP), Environmental and Social Management Frameworks, and specific plans to address social aspects of
conservation projects (Access Restrictions, Indigenous people, Biodiversity Conservation and Sustainable Use Natural Resources, Cultural heritage, health and safety aspects, involuntary resettlement and gender issues, etc.), monitoring, evaluation and conformity assessment

d. Experience with safeguards policies, procedures and practices of GCF would be an added advantage

e. A good knowledge and experience of, stakeholder engagement and consultation, community participation; analytical skills to assess institutional capacity and to design/review practical arrangements for implementing conservation projects, particularly in ASAL areas of Africa;

f. Be results-oriented, able to work in a team, a meticulous analyst with a sense of detail, a persuasive communicator;

g. Listening to clients - providing effective services and solutions to staff beyond presenting past challenges and able to gain respect through the depth of demonstrated expertise, effectively managing various clients, building and maintaining warm relations with stakeholders

h. Have excellent technical and analytical skills, with a proven track record in operational and political work on environmental and social issues;

8. Timeframe of the Consultancy

The assignment will be conducted within a period of 14 days from 5th July to 25th July 2021.

9. Applications

Interested consultants should email their proposal; technical and financial detailing the proposed approach, methodology and workplan for the assignment. The proposal should be accompanied by (i) detailed CVs outlining the consultant’s academic qualifications, previous relevant experience, contact information and (ii) documented evidence of previous similar and relevant work done. Applications should be sent electronically (email) to info.esaro@iucn.org no later than 11.59 p.m. 25th June 2021. Any need for clarifications on the Terms of Reference should be directed to Francis Musau using the above email address.