

## JOB DESCRIPTION

<b>TITLE:</b>	<b>Regional Social Safeguard Consultant</b>
<b>VACANCY #:</b>	<b>XXXX</b>
<b>UNIT:</b>	TRAFFIC Central Africa Programme Office
<b>ORGANISATION:</b>	TRAFFIC International (TRAFFIC)
<b>LOCATION:</b>	Yaounde, Cameroon with potential travel in Central African countries (Priority to Republic of the Congo)
<b>REPORTS TO:</b>	TRAFFIC Programme Office Director- Central Africa
<b>WORK PERCENTAGE:</b>	100% – ASAP to November 2025
<b>IUCN GRADE:</b>	Consultant
<b>EXPECTED START DATE:</b>	1 November 2022
<b>TYPE OF CONTRACT:</b>	Fixed-term ( 20 working days in 3 months . Possible extension of 21 working days over 3 years, contingent on the satisfactory completion of previous outputs).
<b>CLOSING DATE:</b>	30 September 2022

TRAFFIC is the leading non-governmental organisation working globally on trade in wild animals and plants in the context of both biodiversity conservation and sustainable development. TRAFFIC International is a charity and limited company registered in the UK. TRAFFIC's head office, based in Cambridge UK, provides worldwide leadership, coordination, and cross-regional and corporate functions. TRAFFIC's local engagement is managed through programme offices operating under the auspices of the UK charity, with staff based in a hub office and at other strategic locations including in Central Africa. Programme offices operate within a geographic area of responsibility focused on one or multiple countries where TRAFFIC aims to help deliver priority programme outcomes.

Since December 2020, TRAFFIC has been granted funding from the Norwegian Agency for Development Cooperation (NORAD) to implement a five years project entitled: "*Leveraging legality along China's timber supply to reduce deforestation*". Project countries include Cameroon (CM), China, the Republic of the Congo (CG), and Vietnam to leverage China's and Vietnam's significant market role in the timber supply chain from source countries in the Congo Basin to reduce unsustainable forestry operations and illegal timber trade. TRAFFIC's work in the target countries will include forest governance, legality and timber trade, private sector engagement, and training for forest industry members and enforcement agencies. A priority target group is the Indigenous Peoples and Local Communities (IPLC) in Cameroon and the Republic of the Congo. Cross-cutting issues linked to behaviour change, analysing data and information on illegality, and financial crime will also be addressed. Key indicators of success for the project are improvements in the livelihoods of the IPLCs communities and that any potential risks in engagement with the IPLCs are minimised and mitigated where relevant, including through the establishment and monitoring against appropriate safeguards

### 1 PURPOSE OF THE JOB:

The Regional Social Safeguard Consultant will support the NORAD project implementation work in Cameroon and the Republic of the Congo, under the Supervision of the TRAFFIC Programme Office Director - Central Africa, by piloting the TRAFFIC's Environmental & Social Safeguards Risk

Assessment Tool on the ground and providing support to the project team in ensuring relevant risks identified are minimised and mitigated throughout the project activities. He/she will also support TRAFFIC globally on reviewing and finalising this Tool for future use.

## 2 TASKS AND OUTPUTS

### **NORAD Project Community Engagement and Social Safeguards**

Engage the 10 target communities, including IPLCs, and secure their Free, Prior and Informed Consent for project activities. Conduct on-the-ground risk assessment of the 10 target communities of the project and develop corresponding risk mitigation plan, to include development of locally-relevant grievance mechanism to enable communities' reporting of complaints and concerns to TRAFFIC.

Outputs 1, 2, 3 and 4:

- Records of FPIC
- Completed risk assessment
- Risk mitigation plan with monitoring plan (supported by TRAFFIC)
- Grievance mechanism

Review and revise the risk assessment tool for wider use by TRAFFIC and provide recommendations for application

Output 5:

- Revised risk assessment tool with corresponding recommendations

Support the implementation and of mitigation actions and monitoring of impact, to include support for inclusion of appropriate content and guidance in training and other engagement-related materials (e.g. on Gender or Human Rights). Revisit communities every six months (to be reconsidered after the first year) to update risk assessment and monitor the implementation and impact of the mitigation actions

Outputs 6 and 7:

- Reports of community visits and status of mitigation actions and impact
- Appropriate materials as necessary for inclusion in project outputs/activities

### **NORAD Project Indicators**

Develop and conduct surveys of the 10 target communities to ascertain their levels of income from participation in local timber harvesting and trade as well as from harvesting and trade of non-timber forest products to support TRAFFIC's monitoring of impact. Repeat the survey mid-project and at project end.

Outputs 8 and 9:

- Survey methodology and questionnaire
- Survey reports (x3) with corresponding data and analysis

Support the tailoring and application of the Transparency International National Integrity System methodology for assessment of the timber industry in Cameroon and Congo

Outputs 10 and 11:

- Assessment methodology
- Assessment report

**Accompanying Excel sheet for details of tasks and expected timelines is attached.**

### **3 REQUIREMENTS**

- ✓ A university degree in Social Sciences and Economics or any equivalent degree (PhD or Master).
- ✓ At least 10 years of experience and expertise in social safeguards evaluation and assessments; knowledge of social sciences and economics, forest governance, timber trade and sustainable development issues, preferably with an international Non-Governmental Organisation (NGO), Inter-Governmental Organization (IGO) or training institutions/universities is an advantage.
- ✓ Strong working knowledge with marginalized groups (Women, young people, IPLCs, etc.) in Central Africa.
- ✓ Strong working knowledge of social safeguards assessments of marginalized groups (Women, young people, IPLCs, etc.) in Central Africa.
- ✓ Strong research, analytical and practical skills and an ability to articulate complex issues clearly.
- ✓ Strong networking skills and communication skills, and ability to work in different cultural contexts.
- ✓ Fluency in spoken and written French, with skills in English an advantage.
- ✓ A willingness and ability to travel widely and frequently and to work under pressure within Central African countries.
- ✓ Familiarity with standard word processing, spreadsheet, presentation and database software, and with electronic communication technology.

### **SUPERVISION**

No supervision role.

### **HOW TO APPLY**

Please send in your CV, technical and Financial Offers to [tcaf@traffic.org](mailto:tcaf@traffic.org) copy to [denis.mahonghol@traffic.org](mailto:denis.mahonghol@traffic.org) by 30/09/2022 at midnight Cameroon time.

### **IMPORTANT NOTICE**

Field mission under this consultancy need to be factored in the financial proposal of the consultant.

Social engagement expert tasks and timeline	time period	# of effective working days (Consultant only)	(Y2 2022)		Y3 (2023)				Y4 (2024)				Y5 (2025)				Comments
			July-Sept	Oct-Dec	Jan-Mar	Apr-Jun	July-Sept	Oct-Dec	Jan-Mar	Apr-Jun	July-Sept	Oct-Dec	Jan-Mar	Apr-Jun	July-Sept	Oct-Dec	
<b>Social safeguards</b>																	
<b>pilot social risk assessment in 10 target communities and finalise tool for TRAFFIC:</b>	<b>c.9-13 weeks total</b>																
initial research of IPLCs in general to determine context of our 10 target communities (inc	1 week?	0															
engage 10 target communities to fill out the assessment	4-5 weeks? (together with other community tasks below)	10		C	C												
develop mitigation actions and plan (in consultation with TRAFFIC (work with PD to develop monitoring plan?)	2-3 weeks? (included in 2-3 weeks)	3		C	C												
TRAFFIC review/finalisation of risk mitigation output (for submission to NORAD)	2 weeks	1		C	C												
advise on any revisions to the tool	1 week	1		C	C												
Develop/adapt a complaint mechanism and share with communities	2 weeks (share with communities while on the ground)	2			C												
<b>continued monitoring of social risks throughout the project:</b>	<b>c.5-6 weeks total each time</b>																
engage with the community to fill out the assessment (potentially every 6 months)	4-5 weeks each time?	10				C			C			C			C		
complete report for TRAFFIC with any updated risks, mitigation actions and plan	1 week each time	0															
<b>support implementation of safeguard measures:</b>	<b>6-8 weeks total followed by ad hoc days</b>																
engage 10 target communities to obtain community FPIC	4-5 weeks?	0															
advise on content/tailoring of trainings and workshop planning	2-3 weeks over 2 months?	2		C	C												
support implementation of any other safeguard measures as necessary (as informed by the risk assessment)	ad hoc	0															
<b>NORAD indicators</b>																	
<b>conduct surveys of community income from timber and other NTFP trade:</b>	<b>6-7 weeks total followed by 5 weeks each time (concurrently with other community visits)</b>																
develop survey (eg household surveys, focus groups?)	1 week	0															
		2			C	C											
conduct baseline survey across the 10 target communities	4-5 weeks?	0															
submit analysis report to TRAFFIC	1 week	0															
		4							C						C		
repeat survey / analysis	5 weeks each time?																
<b>TI national integrity system - application to timber sector:</b>	<b>6-7 weeks total followed by 4-5 weeks each time (concurrently with other community visits)</b>																
support the tailoring of the methodology as relevant to community factors	1 week	0															
		0															
support data gathering from communities re: timber sector integrity	4-5 weeks?	0															
submit analysis for indicator	1 week	2			C	C											
repeat survey / analysis	4-5 weeks each time?	4							C						C		
<b>Total # of days</b>		<b>41</b>		<b>20</b>		<b>11</b>			<b>4</b>					<b>6</b>			

**Notes**

C' denotes on the ground research within the communities

pale pink cells are 'maybe', e.g. if community engagement runs late, or if mitigation actions are / are not needed

are there any factors eg different seasons that might affect timings of community visits?

time period is not necessarily the number of days required of the consultant

the FPIC, risk assessment, income surveys and potentially integrity data gathering could all be done during the same community visits (if 3 days in each village, 4-5 weeks total?)

possible total time: Y2- 3month contract; Y3- 6 week contract followed by 8 week contract; Y4- one or two (if needed) 6 week contracts; Y5- 6 week contract (if needed) plus final 6 week contract.