

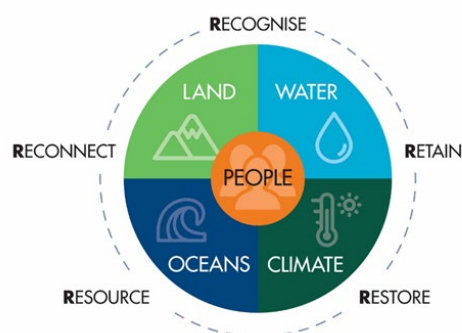
ANNEX 1

Terms of Reference for IUCN Consultancy for Service Contract

Title: ToRs for Capacity Building, Training of Trainers and Communication for Development - Long Term Agreement (LTA),

Objective of the Consultancy. This consultancy has the following objective(s):

1. Build Capacities in projects covered communities and local authorities on climate resilience activities, including nature based solutions,
2. Training-of Trainers, for community based groups, groups' leaders, women and youth, environmental clubs and teachers, community and local based authorities on biodiversity, climate adaptation, conservation and restoration, based on IUCN and door project based approved activities and standards (eg refer to project key activities);
3. Design and adapt the training manuals and educational products;
4. Organise the local to national dialogue on conservation and protected areas, including Locally managed marine areas and community conservancies;
5. Compile images, videos, knowledge materials and information adapted to province and to the regional projects' goals through the projects offices and Knowledge Hubs;
6. Produce website information, in English and Portuguese for the local, nacional and regional knowledge hubs, in collaboration with IUCN communication teams.



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Background

The IUCN Eastern and Southern Africa Regional Office (ESARO) runs a number of Regional and Country based projects. The Mozambique Country Office (MCO) leads the implementation of some country-based projects and coordinates with and participates in some regional and global projects and events.

For the Global and Regional Travel events, the MCO has to participate and often involve Government and members in the delegation, and the travel arrangements include dealing with Visas, documentation, clearance, return airport hotels transportation and accomodation, often at a last minute request and/or with last minute changes, which is due to events organization or guest's political agendas.

Within Mozambique, the MCO covers 3 provinces (Inhambane, Manica and Cabo Delgado) with field operations in some districts and from Maputo to all provinces, the MCO also delivers on policy dialogue and public consultation meetings which implies the mobilization of a large number of participants, from Government, member organizations, implementing partners and civil society and community based organizations.

IUCN was fundamental to the creation of key international conventions including the Ramsar Convention on Wetlands (1971), the World Heritage Convention (1972), the Convention on International Trade in Endangered Species (1974), and the Convention on Biological Diversity (1992). In 1980, IUCN, the UN Environment Programme (UNEP) and the World Wildlife Fund (WWF) published the World Conservation Strategy which helped define the concept of 'sustainable development' and so shaped the global agenda. A subsequent version of the strategy, *Caring for the Earth*, was published by the three organisations in the run-up to the 1992 Earth Summit. It served as the basis for international environmental policy and guided the creation of the Rio Conventions on biodiversity (CBD), climate change (UNFCCC) and desertification (UNCCD). In 1999, as environmental issues continued to gain importance on the international stage, the UN General Assembly granted IUCN official observer status.

In the early 2000s, we developed our business engagement strategy. Prioritizing sectors with a significant impact on nature and livelihoods, such as mining and oil and gas, our aim remains to ensure that any use of natural resources is equitable and sustainable. Later in the 2000s, IUCN pioneered Nature Based Solutions and the IUCN Academy is delivering on them: actions to conserve nature which also address global challenges such as food and water security, climate change and poverty. Today, with the expertise and reach of more than 1,400 Member organisations and over 18,000 international experts, IUCN is the world's largest and most diverse environmental network. We continue to champion Nature-based Solutions as key to the implementation of international agreements such as the Paris Agreement on climate change and the UN's Sustainable Development Goals.

IUCN is present in the FIVE continent and its work in East and Southern Africa is coordinated by the East and Southern Africa Regional Office (ESARO), based in Nairobi. The countries of eastern and southern Africa host a vast variety and abundance of the world's biological and natural resources, including seven of the world's biodiversity hotspots. Across the 24 countries - From the Horn of Africa to the Cape and including the Western Indian Ocean Islands, the region contains several centers of endemism where species of birds, mammals and plants reside nowhere else in the world. The region is also incredibly socially diverse, with a rich mix of cultures, ethnicities, religions and languages and a colourful blend of traditional customs and beliefs with contemporary societal practices. Our Work is to recognize the interdependency of the three pillars of sustainable development - social, economic and environmental, IUCN's work in Eastern and Southern Africa underscores the fact that sustainable economic development depends on sound environmental management in line with IUCN's Global Programme goals. Our Work is guided by core beliefs and principles. We believe that biodiversity and natural resources are central to development and well-being –for current and future generations. IUCN's offices in this region include: Kenya, Mozambique, South Africa, Tanzania, Uganda, Zambia, Zimbabwe, Rwanda.

The IUCN Eastern and Southern Africa Regional Office (ESARO) delivers on Biodiversity, Conservation, Marine and Sustainable Livelihoods (Nature 2030 - People, Land, Water, Ocean and Climate) thematic areas, knowledge and capacity development initiatives as well on a diversity of national to regional projects, with a water basin, Biodiversity corridor and conservation and Protected areas.

In Mozambique, the programme initiated in 1998 with a direct support to the opening of national Parks and the training of rangers, of which the Tchuma Tchato (today Magoe National Park) and the Gorongosa National Park are the most successful cases. Since then, IUCN has been involved in supporting the development of policy frameworks and partners (eg ANAC; Peace Parks Foundation) mobilization for the management of the conservation areas (eg BIOPAMA). Today, and in partnership with local NGOs as Associação Meio Ambiente and the Aga Khan Foundation and members as Peace Parks Foundation and CARE Mozambique. At Maputo level, and from Maputo to the provinces and districts, IUCN also leads other projects focusing on advocacy, Land planning and management, knowledge sharing and support in attaining the Agenda 2030.

In all these projects and initiatives, IUCN works closely in the development and implementation with 3 key counterparts, namely the Ministry of Land and Environment (MTA), Ministry of the Seas Inland Waters and Fisheries (MIMAIP) and the National Disaster Risk Reduction Institute (INGD), from central to local and community level.

The existing field initiatives led by IUCN Mozambique are the “Locally Empowered Areas of Protection, in the Districts of Mecufi and Metuge in Cabo Delgado, the SUSTAIN – Sustainable Value Chains, in the districts of Báruè and Vanduzi in Manica and the Community based Adaptation in the districts of Mabote (including the Zinave National Park), Govuro Inhassoro and Vilankulos in Inhambane. The projects are implemented in collaboration with above mentioned partners and members and funded by The International Climate Initiative and from Norwegian Development Cooperation.

With the growing pressure between population dynamics and climate impacts, the Government has been asking from IUCN a more steady and complimentary support, with a focus on capacity building and ownership, strengthening the work with local institutions and increasing the capacity building and knowledge for impact activities. The relations between communities and climate resilience, land management and disaster reduction, empowered and knowledgeable communities, including women and youth, community based groups and local authorities, imply that knowledge and actions are to be delivered as the manner to contribute to bottom up conservation, restoration and climate actions.

Furthermore, Mozambique has been playing a leading role in the SADC region, hosting 2 regional centers (one in Katembe for Fisheries surveillance and one in Nacala for Disaster Risk Reduction Surveillance and Training) and is being asked to play a bigger role within the Portuguese Speaking Countries Community (CPLP) given its wider experience with the development and enforcement of biodiversity, conservation, land planning and climate resilience initiatives, and as a bridge between the ESA and SADC region and the countries in continent that have portuguese as an official language (Angola, Guiné-Bissau, São Tome e Principe and Cabo Verde).

With the above exposed, the Government has approached IUCN to support n the establishment of a Knowledge Center, or Knowledge Hub, based in the premises of MTA, that would facilitate knowledge sharing, capacity building, outreach to province and communities as well as to neighbouring countries. The IUCN standards and regulations, membership union and leadership, are seen as the knowledgeable and reliable partner to support the Government in this endeavour and to foster the aggregation of more partners and accelerated knowledge and skills. In complementarity, and benefiting from IUCN provincial based projects, Knowledge Hubs should be installed also in these provinces, under the MTA provincial directorates. These provincial Knowledge Hubs would dedicate

themselves to unfold existing central based knowledge into local languages and social patterns as well as allow these communities to share knowledge and best practices/success cases | between themselves and with other in the region (eg. Manica and Zinave with Zimbabwe and South Africa, Cabo Delgado with Tanzania and Rwanda).

Hence, IUCN has developed these terms of reference, which apply to the goals of the below mentioned projects and will also inform contents for the Knowledge Hubs. A separate Terms of Reference for the Knowledge Hubs are prepared and attached as annex 1 developed under the “Capacity building and knowledge management ToRs”

Projects Reference:

PO 3825: IKI CBA SCALE SOUTHERN AFRICA+, Mozambique, Zambia, Zimbabwe;

PO 2342: IKI LEAP LOCALLY EMPOWERED AREAS OF PROTECTION, Mozambique, Tanzania, Kenya, and Seychelles;

PO4950: SUSTAIN PRO Transform agricultural production systems, Mozambique and Tanzania

Donor reference:

PO 3825 IKI CBA, IKI BMU: The objective of CBA-SCALE Southern Africa+ is to achieve implementation of inclusive, gender-responsive & nature-sensitive CBA actions in Southern Africa (and beyond), with the expected impact of increased resilience to climate change for people of all genders and social groups.

PO 2342 IKI LEAP, IKI BMU: The project seeks to enhance the up-take of the Locally Managed Marine Areas (LMMA) concept. In the long term, the project will result to effective, equitable and inclusive conservation of the coastal and marine biodiversity and ecosystem services in the Western Indian Ocean. In the medium term, it will improve the effective management of coastal, island and marine biodiversity and ecosystem services in Mozambique, Seychelles, Kenya and Tanzania through adoption of locally-relevant protected or conservation area governance frameworks by national governments and non-state actors.

PO4950 SUSTAIN PRO, NORAD: This project aims to transform agricultural production systems in Tanzania and Mozambique through the demonstration of sustainable agricultural development in combination with nature based solutions. This will be done through the deployment of agroecological approaches, including climate-smart and conservation agriculture as well as by building partnerships for sustainable land and water management to restore land health. The project will build on the valuable learning and experience from SUSTAIN and other related programmes and will use targeted interventions.

Description of the Assignment

The Consultancy service provider Communication for Development and Training of Trainers, shall provide the technical assistance and the delivery of the community based capacity building on Community based Adaptation, Land use/planning restoration/ and the sustainable management of coastal areas and KBAs. It will further organize a local to national dialogue on opportunities, constraints, actions and legal revision for the improved management of these areas and the development of the beneficiary communities and entities.

The implementation of the above mentioned activities will be delivered based on a workplan and contents, for Mozambique and the projects´ covered countries as requested, developed in alignment with projects contents, goals and indicators, and delivered in

accordance with IUCN and partners, based on a logical framework presented with the proposal and detailed and approved via a 6 month work plan.

The services and deliverables shall be delivered in Portuguese and/or English, depending on the guests involved, but the team will deal in Portuguese with the MCO, the projects steering committee and the IUCN Communications team. The websites shall be prepared and uploaded in both English and Portuguese.

Duration of the assignment: from 02 April 2023 to 30 November 2025

Deliverables and Activities

Deliverables:

- 2.1. Capacity Building materials
- 2.2. Training Plan for communities, local authorities and National Policy Dialogue;
- 2.3. Training sessions and Policy Dialogue events;
- 2.4. Website contents

The consultancy company will provide the following deliverables and carry out the following activities:

Deliverables

Deliverable 1: Training Manuals

Deliverable 2: Detailed capacity building programme with approaches and thematic contents adapted to projects and to local content

Deliverable 3: workplans for the Training sessions, including means to identify key Trainers and wider beneficiaries

Deliverable 4: Website proposed design and contents, including links to and alignment with IUCN MCO and ESARO websites

Deliverable 5: Website for Portuguese Speaking Countries, as above;

Deliverable 6: bi annual reports on evaluations and recommendations for improvement;

Deliverable 7: Programme and approach for the local to national Policy Dialogue and reporting for upstreamed policy influencing

All written deliverables must follow IUCN's Style Manual, which will be shared upon request.

Timetable and Payment Schedule

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

Date	Event	Milestone payment
10 March 2023	Contract signature	Down payment USD 50 000
30 March 2023	And every end of quarter after, progress reports	Payments are made per each activity delivered, on a maximum 15 days after service delivery
30 June	Progress analysis	
30 November	And every year after, progress analysis/M&E meetings, Project steering committee meeting	Payments are related to activities delivered and these will depend on projects' workplans and actual implementation/activity delivery
Meetings and events	Reports on Dates, participants, meetings	

Note: Travel and accommodation are organized and paid by IUCN directly upon travel planning approved.

Skills and Experience

- The consulting company must have over 15 Years of experience in communication for development and training of trainers at national scale;
- The consulting company must have over 15 years recognized experience in communication campaigns and products
- The Company must be fully registered in Mozambique for more than 15 years and have a legal and financially cleared position;
- Two Public Recommendation Letters, from Government Institutions and development partners, based on the public Work Regulation, Decree # n.º 5/2016, dated 8 March,
- Have an HELP DESK/Officer dedicated to IUCN/
- Accept a Payment cycle of 30 days;
- Be fluent in Portuguese and English;
- All presented project team can only be changed with IUCN's approval.

Core Competencies:

- **Transparency:** Able to build trust and contribute to informed and responsible decision making by carrying out the work of IUCN in a transparent manner; provides clear guidance to ensure that members of the team understand objectives and desired measurable results.
- **Inclusiveness:** Understands and accepts cultural, gender and religion diversity, and provide a tolerant, positive and supportive working environment that fosters respect for diversity, demonstrates ability to work in a multicultural, multi ethnic environment and to maintain effective working relations with people of different nationalities and cultural backgrounds.
- **Professionalism:** Promote the organization's interests, objectives and values in a diligent and professional manner.
- **Accountability:** Takes responsibility of individual and collective actions, promotes the IUCN One Programme approach.

Functional competencies;

- Strong analytical and results oriented skills; ability to see patterns and approach with solutions;
- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet; and office technology equipment;
- Experience in the areas of Gender or related subjects will be considered as an advantage
- Ability to collaborate well with the teams, including those working at remote locations, while also taking initiative to complete assigned tasks with high competence;
- Capacity to produce high-quality briefs and reports.

Supervision and coordination

The consultant will report to and work under (1) the supervision of the Programme Manager in deliverables related to Program, (2) to the communications team in matters related to the websites and (3) to the Financial Manager to activities related to Administration and Financial aspects. All are supported by an assistant that will be indicated at contract signature.

Available budget per year and project:

Supply of communication for development, ToT and webpage contents

	TOTAL PER PROJECT		2022	2023	2024	2025	2026	2027	GRAND TOTAL
Communication for development campaign - WP 1, 1.5 Development and production of educational materials and campaigns to work with peer-to-peer education, meetins and public events, website and serving KH contents in english and portuguesechampions's development skills, training of committees and local authorities and CSO agents + SUSTAIN Outcome 1 and 3 - Comms products, development and design + LEAP new Communication for development campaign - WP 1, 1.5 Development and production of educational materials and campaigns to work with peer-to-peer education, champions's development skills, training of committees and local authorities and CSO agents (Company staff travel under their costs). PProvide list for equipment for KH for IUCN clearance and procurement		-							311,000.0
	LEAP								
	LEAP EXTENSION	70,000.0		35,000.0	35,000.0				
	IKI CBA	160,000.0		30,000.0	30,000.0	30,000.0	40,000.0	30,000.0	
	SUSTAIN (USD) meetings	27,000.0		10,000.0	10,000.0	7,000.0			
	SUSTAIN (USD) KHs	54,000.0			30,000.0	24,000.0			
	OTHER								