



Tanzania Country Office (TCO)
RfP Reference: IUCN-25-01-P05003-1

Welcome to this Procurement by IUCN. You are hereby invited to submit a Proposal. Please read the information and instructions carefully because non-compliance with the instructions may result in disqualification of your Proposal from this Procurement.

1. REQUIREMENTS

- 1.1. A detailed description of the services and/or goods to be provided can be found in Attachment 1.

2. CONTACT DETAILS

- 2.1. During the course of this procurement, i.e. from the publication of this RfP to the award of a contract, you may not discuss this procurement with any IUCN employee or representative other than the following contact. You must address all correspondence and questions to the contact, including your proposal.

IUCN Contact: tenders.tz@iucn.org

3. PROCUREMENT TIMETABLE

- 3.1. This timetable is indicative and may be changed by IUCN at any time. If IUCN decides that changes to any of the deadlines are necessary, we will contact you.

DATE	ACTIVITY
08 January 2025	Publication of the Request for Proposals
14 January 2025	Deadline for confirmation of intention to bid
17 January 2025	Deadline for submission of questions
20 January 2025	Planned publication of responses to questions
30 January 2025	Deadline for submission of proposals to IUCN (“Submission Deadline”)
10 February 2025	Review of Completed Proposals
14 February 2025	Planned date of contract award
17 February 2025	Expected contract start date
11 April 2025	Expected contract end date

- 3.2. Please email the IUCN contact to confirm whether or not you are intending to submit a proposal by the deadline stated above.

4. COMPLETING AND SUBMITTING A PROPOSAL

- 4.1. Your Proposal must consist of the following three documents:
- Signed Declaration of Undertaking (see Attachment 2)
 - Technical Proposal (see Section 4.4 below)

- Financial Proposal (see Section 4.5 below)

Proposals must be prepared in English.

- 4.2. Your Proposal must be submitted by email to the IUCN Contact (see Section 2). The subject heading of the email shall be [RfP Reference – bidder name]. The bidder name is the name of the company/organisation on whose behalf you are submitting the proposal, or your own surname if you are bidding as a self-employed consultant. Your proposal must be submitted in PDF format. You may submit multiple emails suitably annotated, e.g. Email 1 of 3, if attached files are too large to suit a single email transmission. You may not submit your Proposal by uploading it to a file-sharing tool.

IMPORTANT: Submitted documents must be password-protected so that they cannot be opened and read before the submission deadline. Please use the same password for all submitted documents. After the deadline has passed and within 12 hours, please send the password to the IUCN Contact. This will ensure a secure bid submission and opening process. Please DO NOT email the password before the deadline for Proposal submission.

4.3. *Eligibility*

In accordance with IUCN evaluation policy, the evaluators will be independent. This implies a total independence of the evaluators from RESOLVE NbS project design, approval, implementation and execution. A written statement of independence from each individual involved in the baseline is a requirement.

4.4. *Technical Proposal*

The technical proposal must address each of the criteria stated below explicitly and separately, quoting the relevant criteria reference number (left-hand column).

Proposals in any other format will significantly increase the time it takes to evaluate, and such Proposals may therefore be rejected at IUCN’s discretion.

Where CVs are requested, these must be of the individuals who will actually carry out the work specified. The individuals you put forward may only be substituted with IUCN’s approval.

IUCN will evaluate technical proposals with regards to each of the following criteria and their relative importance:

	Description	Information to provide	Relative weight
1	Clarity and completeness of the proposal		5%
2	Critical analysis of the project objectives and the TOR	<ul style="list-style-type: none"> • Understanding of the evaluation ToR, in particular the purpose and use; and understanding of the project design, objectives, context, and constraints (15 pt.) 	15%
3	Conceptual and methodological approach	<ul style="list-style-type: none"> • Proposed approach, methodology, principles and tools for baseline survey that demonstrates feasibility, quality, and clarity (30 pt.) 	30%

4	Operationalisation of the approach and Methodology	<ul style="list-style-type: none"> Working programme/ working schedule/Gantt chart for delivery of outputs (10 pt.), Staffing schedule, task assignment descriptions/ level of effort per team member, work organisation, back-up services, quality control, coordination (10 pt.) 	20%
5	Consultants Competencies	<ul style="list-style-type: none"> Team structure, including a description of roles and responsibility in team (e.g. team leader, senior, intermediate, junior consultants, and quality assurance) (10 pt.) A description of past experiences and main competencies of the selected team/individual against the technical requirements listed in sections 7 – 8 of the ToR (10 pt.) Gender balance within the team (5 pt.) References/links and contacts from similar past assignments (5 pt.) 	30%
TOTAL			100%

4.5. Financial Proposal

- 4.5.1. The financial proposal must be a fixed and firm price for the provision of the goods/services stated in the RfP in their entirety.
- 4.5.2. *Prices include all costs*

Submitted rates and prices are deemed to include all costs, insurances, taxes (except VAT, see below), fees, expenses, liabilities, obligations, risk and other things necessary for the performance of the Terms of Reference or Specification of Requirements. IUCN will not accept charges beyond those clearly stated in the Financial Proposal. This includes applicable

withholding taxes and similar. It is your responsibility to determine whether such taxes apply to your organisation and to include them in your financial offer.

4.5.3. *Applicable Goods and Services Taxes*

Proposal rates and prices shall be exclusive of Value Added Tax.

4.5.4. *Currency of proposed rates and prices*

All rates and prices submitted by Proposers shall be in **US Dollars**.

4.5.5. *Breakdown of rates and prices*

For information only, the price needs to be broken down as follows:

1-Summary

Total value of the Proposal	In USD	In NOK
Total Fees		
Total Expenses		
Total		

2-Fees

Team members	Fee Amount	Effort	Total Fees
	(USD/Day)	(Person-days)	(USD)
Team member 1			
Team member 2			
Team member X			
...			
Total Fees (USD)			

3-Expenses

All expenses need to adhere to IUCN Travel Policy for Non-staff¹.

Expenses	Unit	Unit Cost	Quantity	Total (USD)
Vehicle fuel	Litres			
Train	Ticket			
DSA	Day			

4.6. Additional information not requested by IUCN should not be included in your Proposal and will not be taken into account in the evaluation.

4.7. Your proposal must remain valid and capable of acceptance by IUCN for a period of 90 calendar days following the submission deadline.

4.8. *Withdrawals and Changes*

You may freely withdraw or change your proposal at any time prior to the submission deadline by written notice to the IUCN Contact. However, in order to reduce the risk of fraud, no changes or withdrawals will be accepted after the submission deadline.

¹ https://iucn.org/sites/default/files/2022-07/iucn_travel_policy_for_non-staff_v1.2_july2019.pdf

5. EVALUATION OF PROPOSALS

5.1. *Completeness*

IUCN will firstly check your proposal for completeness. Incomplete proposals will not be considered further.

5.2. *Technical Evaluation*

5.2.1. *Scoring Method*

Your proposal will be assigned a score from 0 to 10 for each of the technical evaluation criteria, such that '0' is low and '10' is high.

5.2.2. *Minimum Quality Thresholds*

Proposals that receive a score of '0' for any of the criteria will not be considered further.

5.2.3. *Technical Score*

Your score for each technical evaluation criterion will be multiplied with the respective relative weight (see Section 4.4) and these weighted scores added together to give your proposal's overall technical score.

5.3. *Financial Evaluation and Financial Scores*

The financial evaluation will be based upon the full total price you submit. Your financial proposal will receive a score calculated by dividing the lowest financial proposal that has passed the minimum quality thresholds (see Section 5.2.2) by the total price of your financial proposal.

Thus, for example, if your financial proposal is for a total of CHF 100 and the lowest financial proposal is CHF 80, you will receive a financial score of $80/100 = 80\%$

5.4. *Total Score*

Your proposal's total score will be calculated as the weighted sum of your technical score and your financial score.

The relative weights will be:

Technical:	70%
Financial:	30%

Thus, for example, if your technical score is 83% and your financial score is 77%, you will receive a total score of $83 * 70\% + 77 * 30\% = 58.1\% + 23.1\% = 81.2\%$.

Subject to the requirements in Sections 4 and 7, IUCN will award the contract to the bidder whose proposal achieves the highest total score.

6. EXPLANATION OF PROCUREMENT PROCEDURE

6.1. IUCN is using the Invitation Procedure for this procurement. This means that only invited bidders may submit a proposal. IUCN typically invites from four to six bidders to submit a proposal.

6.2. You are welcome to ask questions or seek clarification regarding this procurement. Please email the IUCN Contact (see Section 2), taking note of the deadline for submission of questions in Section 3.1.

6.3. All proposals must be received by the submission deadline in Section 3.1 above. Late proposals will not be considered. All proposals received by the submission deadline will be evaluated by a team of two or more evaluators in accordance with the evaluation criteria stated in in this RfP. No other criteria will be used to evaluate proposals. The contract will be awarded to the bidder whose proposal received the highest Total Score. IUCN does, however, reserve the right to cancel the procurement and not award a contract at all.

6.4. IUCN will contact the bidder with the highest-scoring proposal to finalise the contract. We will contact unsuccessful bidders after the contract has been awarded and provide detailed feedback. The timetable in Section 3.1 gives an estimate of when we expect to have completed the contract award, but this date may change depending on how long the evaluation of proposals takes.

7. CONDITIONS FOR PARTICIPATION IN THIS PROCUREMENT

7.1. To participate in this procurement, you are required to submit a proposal, which fully complies with the instructions in this RfP and the Attachments.

7.1.1. It is your responsibility to ensure that you have submitted a complete and fully compliant proposal.

7.1.2. Any incomplete or incorrectly completed proposal submission may be deemed non-compliant, and as a result you may be unable to proceed further in the procurement process.

7.1.3. IUCN will query any obvious clerical errors in your proposal and may, at IUCN's sole discretion, allow you to correct these, but only if doing so could not be perceived as giving you an unfair advantage.

7.2. In order to participate in this procurement, you must meet the following conditions:

- Free of conflicts of interest
- Registered on the relevant professional or trade register of the country in which you are established (or resident, if self-employed)
- In full compliance with your obligations relating to payment of social security contributions and of all applicable taxes
- Not been convicted of failing to comply with environmental regulatory requirements or other legal requirements relating to sustainability and environmental protection
- Not bankrupt or being wound up
- Never been guilty of an offence concerning your professional conduct
- Not involved in fraud, corruption, a criminal organisation, money laundering, terrorism, or any other illegal activity.

7.3. You must complete and sign the Declaration of Undertaking (see Attachment 2)

7.4. If you are participating in this procurement as a member of a joint venture, or are using sub-contractors, submit a separate Declaration of Undertaking for each member of the joint venture and sub-contractor, and be clear in your proposal which parts of the goods/services are provided by each partner or sub-contractor.

7.5. Each bidder shall submit only one proposal, either individually or as a partner in a joint venture. In case of joint venture, one company shall not be allowed to participate in two different joint ventures in the same procurement nor shall a company be allowed to submit a proposal both on its behalf and as part of a joint venture for the same procurement. A bidder who submits or participates in more than one proposal (other than as a subcontractor or in cases of alternatives that have been permitted or requested) shall cause all the proposals with the bidder's participation to be disqualified.

7.6. By taking part in this procurement, you accept the conditions set out in this RfP, including the following:

- It is unacceptable to give or offer any gift or consideration to an employee or other representative of IUCN as a reward or inducement in relation to the awarding of a contract. Such action will give IUCN the right to exclude you from this and any future procurements, and to terminate any contract that may have been signed with you.
- Any attempt to obtain information from an employee or other representative of IUCN concerning another bidder will result in disqualification.

- Any price fixing or collusion with other bidders in relation to this procurement shall give IUCN the right to exclude you and any other involved bidder(s) from this and any future procurements and may constitute a criminal offence.

8. CONFIDENTIALITY AND DATA PROTECTION

8.1. IUCN follows the European Union's General Data Protection Regulation (GDPR). The information you submit to IUCN as part of this procurement will be treated as confidential and shared only as required to evaluate your proposal in line with the procedure explained in this RfP, and for the maintenance of a clear audit trail. For audit purposes, IUCN is required to retain your proposal in its entirety for 10 years after the end of the resulting contract and make this available to internal and external auditors and donors as and when requested.

8.2. In the Declaration of Undertaking (Attachment 2) you need to give IUCN express permission to use the information you submit in this way, including personal data that forms part of your proposal. Where you include personal data of your employees (e.g. CVs) in your proposal, you need to have written permission from those individuals to share this information with IUCN, and for IUCN to use this information as indicated in 8.1. Without these permissions, IUCN will not be able to consider your proposal.

9. COMPLAINTS PROCEDURE

If you have a complaint or concern regarding the propriety of how a competitive process is or has been executed, then please contact procurement@iucn.org. Such complaints or concerns will be treated as confidential and are not considered in breach of the above restrictions on communication (Section 2.1).

10. CONTRACT

The contract will be based on IUCN's template in Attachment 3, the terms of which are not negotiable. They may, however, be amended by IUCN to reflect particular requirements from the donor funding this particular procurement.

11. 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.

Headquartered in Switzerland, IUCN Secretariat comprises around 1,000 staff with offices in more than 50 countries.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,300 Member organisations and some 10,000 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.

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12. ATTACHMENTS

Attachment 1 *Specification of Requirements / Terms of Reference*

Title: Baseline Survey of Scaling-up Nature-based Solutions for Climate Change Resilience in Tanzania (RESOLVE-NbS) Activity.

Objective of the Consultancy

This consultancy has the following objective(s):

The main objective of the assignment is to conduct RESOLVE NbS baseline assessment information for the indicators set out in the project Results Framework (RF).

The specific tasks of the assignment include:

- i. Establish baseline data for the set indicators against which progress and impact of the strategic project outcomes and the cross-cutting priorities (i.e. Gender equality, Human Rights, Climate Change, Environment, Anti-corruption, and Knowledge management) can be measured.
- ii. Provide a solid foundation for identifying impact pathways and learning agenda that will contribute to learning initiatives that are aligned with the project's objectives.
- iii. Examine the RESOLVE NbS Theory of Change (ToC) and how it contributes to deployment of NbS and climate resilience in Tanzania covering topics of land and water management, socio-economy, biodiversity, and gender inclusion.
- iv. In consultation with the project team and partners, review existing indicators, finetune and, to a limited extent in agreement with IUCN, propose additional ones based on consultant's analysis of the expected impact of the project as well as relevance and applicability to targeted landscapes.
- v. Identify and map all stakeholders involved in the project, including local governments, public bodies, NGOs, local communities, businesses, and other key players.
- vi. Identify and map relevant NbS initiatives in Tanzania that RESOLVE can link with.
- vii. Understand the project district's context, issues, opportunities and develop relevant geospatial maps, triangulating RESOLVE with existing projects in the regions
- viii. Provide and propose an updated version of the MEL plan with validated and proposed indicators, baselines, targets, data sources and methods/approach of data collection, reporting schedules and responsibilities, risks assessments and means of verification. This should also include a mechanism for monitoring and evaluating the project, including an analysis of updated risks.

Background

Project Reference: P05003

Donor reference: TAN-24/0004

About IUCN

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About the Project

For over three decades, IUCN has been working in Tanzania to support conservation and natural resources management endeavours with a focus on land systems, water resources, oceans management, climate change and biodiversity. Tanzania's socio-economic growth and development is underpinned by its diverse wealth of natural capital and favourable climate conditions. The country is one of the twelve mega-diverse countries in the world endowed with different natural ecosystems and a massive wealth of biodiversity. Agriculture, which is highly dependent on functional environmental systems is one of the most important sectors of Tanzania's economy, responsible for approximately 25% of GDP and 85% of exports. This makes Tanzania a major food basket for the region.

Currently, the Tanzania Country Office envisions supporting the realization of a healthy and resilient environment that sustains the social, economic aspirations of the people. In recent years however, Tanzania has experienced an acute decline in the health, conditions and status of its natural resources. Tanzania is also witnessing significant loss of wildlife species and their habitat driven primarily by deforestation, encroachment and land degradation. The available annual renewable water resources are decreasing. Therefore, for Tanzania to meet its highly ambitious national development and growth targets while at the same time managing the critical natural resources and systems upon which the people and economy depends, there is need to scale up the implementation of strategic policy and programming actions in agriculture, climate change, biodiversity conservation and land systems management. To achieve this, IUCN Tanzania has developed and is implementing a portfolio of programmes including RESOLVE-NbS project.

RESOLVE NbS is a three-year activity funded by the Norwegian Agency for Development Cooperation (NORAD), that is focused on high agro-production landscapes of Iringa and Morogoro within the SACGOT region. The main objective of RESOLVE NbS project is to accelerate the application and use of Nature Based Solutions to address the impacts of climate change and land degradation on food systems and natural ecosystems.

RESOLVE NbS contributes and aligns with Tanzania National Climate Change programming including priorities set out in NDC (2021) currently being revised and the National Environmental Master Plan for Strategic Interventions (2022-2032).

Implementation of the RESOLVE NbS project will be through three interlinked outcomes:

Outcome 1: Improved integration of NbS in climate resilient planning, financing, and implementation where RESOLVE project will support the transition from the conceptual framework of NbS to scaling up of the pilot solutions.

Outcome 2: Nature Based Solutions (NbS) are increasingly resourced at local level. This outcome focuses on contributing to scaling NbS through mobilizing private sector investments and other effective financing sources including public financing through effective Decentralised Climate Financing (DCF) and efforts to enhance inclusive finance at local level. Blending public and private sector finance could help de-risk investments for the private sector, for example through co-investment or insurance.

Outcome 3: Increased experience with and knowledge about effective NbS for climate resilience in selected landscapes. Under this outcome, the project will support activities that are central to community-based adaptation and mitigation. The initial focus will be to understand climate-related vulnerabilities and risks so that strategies can be designed to substantively reduce those risks and increase the use of NbS to build resilience of agricultural landscapes and other ecosystems against weather extremes through practices that improve land health, enhance water retention to buttress against droughts, reduce soil erosion in the context of heavy storms, and flooding.

Description of the Assignment

The International Union for Conservation of Nature intends to use part of the RESOLVE project financial support received from Norway to engage the consultant/firm to conduct a baseline study. The main purpose of the assignment is to determine and document baselines for select indicators of socio-economic and

biophysical outcomes and impacts of the project. The baseline study will cover all the project indicators that do not have existing baseline data. This study will be designed and conducted in a manner such that it will serve as the baseline for a terminal impact study to be conducted in strict compliance to evaluation standards, norms, and ethics. The study therefore seeks to establish the status of key project parameters and to inform specific programmatic/project targets and subsequent performance monitoring and evaluation by project's key stakeholders including implementing partners, beneficiaries, and development partners. The consultant will identify and describe the most appropriate and efficient methodology and approach for designing and conducting a baseline study which will not only inform project target setting, implementation fidelity and performance, but also serve as the baseline for future impact studies. It is envisioned that the methodology will include (but not limited to) the following:

- a) Documents review, including all relevant documents provided to the Consultant by IUCN and other RESOLVE-NbS partners as well as other documents identified and obtained by the Consultant and deemed relevant for conducting the baseline study.
- b) Gathering and analysis of secondary data and metrics including GIS data.
- c) Develop an appropriate baseline study design preferably cross-sectional study with randomized sampling procedures.
- d) Perform sample size and power calculations.
- e) Key informant interviews (ensuring a balanced gender perspective)
- f) Focus Group Discussions (ensuring a balanced gender and age perspective).
- g) Field visits to conduct interviews and surveys with Local Government Leaders, key National Level Institutions and Ministries, representatives of Farm and Forest Producer Organisations, other socio-economic groups, members of key village committees, businesses, private sector, extension service providers, CBOs, and communities in the targeted landscapes.
- h) Organise a workshop to present the revised draft report to project team and partners.

It will be fundamental to ensure a fair representation of all stakeholder groups - including women, youth, and other relevant groups – across all data collection methods.

Duration of the Assignment

The assignment will be conducted and all deliverables completed within a period of 40 working days between February 14th and April 11th, 2025.

Deliverables and Activities

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

Deliverable/Activity	Description	Deadline
Inception report	<p>a) In the project inception phase, the consultant will undertake consultative calls and meetings combined with review and analysis of documents, which will culminate in the development of the inception report which will be submitted to IUCN within 14 days of contract signing. This report will describe in detail the following.</p> <ol style="list-style-type: none"> i. Baseline approach ii. Methodology iii. Workplan and anticipated timelines for data collection, analysis, report writing and submission. iv. Proposed outline the baseline report be agreed with IUCN (see item "C" below) v. A list of key informants and list of documents to be reviewed <p>The consultants will convene an inception meeting for discussing the report with a view to making comments for improvement.</p>	24 February 2025

Draft Baseline Survey Report	The draft report will clearly indicate the methodology specifications and the baseline values for the specified indicators. The baseline values should be in the units of measurement indicated in the project documents. Draft baseline report should include initial recommendations for the finalisation of the indicators in the project Result Framework as well as general individual landscape profiles for each targeted region.	24 March 2025
Final baseline datasheet	The final datasheet disaggregated by sex, where applicable	9 April 2025
An indicator and data collection manual	The consultants will develop and share the indicator and data collection manual for the RESOLVE-NbS Project, including baseline values, suggested targets when relevant, detailed data sources and names and affiliations of key informants, means of verification and data collection tools for indicators assessed during the baseline study to allow replication over time.	9 April 2025
Final Baseline Survey Report	<p>Project stakeholders will review the draft report and provide feedback that will inform the subsequent update of the draft report to final report. The final baseline study report will be presented to IUCN and partners for adoption and approval.</p> <p><u>Outline of the Final Baseline Survey Report:</u></p> <ol style="list-style-type: none"> i. Cover page, Table of contents, List of acronyms. ii. Executive summary – should be a clear and concise stand-alone document that states the most salient findings, conclusions and recommendations of the study and gives readers the essential contents of the baseline report in the three to five pages. iii. Introduction – description of project area, context, geospatial maps, triangulation with existing projects in the region. iv. Methodology and study design – should describe the methodology and design of the quantitative and qualitative components, constraints and limitations to the study, and issues in conducting the study. Clear delineation of focus group discussions, socio-economic baseline methods (sampling/ counterfactual), climate trends as well as ecological baseline methods. v. Tabular summary of quantitative study results – should present findings of the quantitative survey in table form and or graphics for all indicators and for the aggregate program area. vi. Findings – should present results from the quantitative survey and qualitative study. Results from the quantitative survey should be analysed and discussed, using findings from the qualitative study for triangulation, interpretation, and validation of results. 	9 April 2025

	<p>Any bivariate and multivariate analysis undertaken should also be included.</p> <p>vii. Conclusions and recommendations – should provide high-level conclusions from the baseline study and recommendations for the design and implementation of the future final evaluations. Recommendations must be relevant to the project and context and include concrete and realistic steps for implementing.</p> <p>viii. Annexes – all special documentation identified as necessary or useful (e.g. other relevant findings in form of tables/graphs, list of key informants consulted (with titles), quantitative survey/qualitative study instruments, sampling plan for the quantitative survey, syntax files etc.).</p>	
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Reference Documents

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

- RESOLVE NbS project document.
- Project result frameworks
- Norwegian Government’s strategy on climate change and vulnerability
- IUCN evaluation policy
- IUCN enterprise risk management policy
- IUCN Tanzania Country Programme Strategy
- SUSTAIN baseline report.
- SUSTAIN land health monitoring index report.
- MOUs between Norway and Tanzania of Climate Change and Food Security
- Other documents considered to be necessary by the consultant.

Consultant will be required to find and review relevant documents from RESOLVE-NbS implementing partners as well as other documents from open sources such as National Determined Contribution (NDC) of 2021 and the National Environmental Master Plan for Strategic Interventions (2022-2032), relevant national sectorial policies, etc.

Payment Schedule

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

Deliverable	Milestone payment
24 February 2025: Submission of the Inception Report	20%
24 March 2025: Draft Baseline Survey Report	40%
9 April 2025: Final Baseline Survey Report (with final data sheet and indicator and data collection manual)	40%

Skills and Experience

The consultancy firm will work independently with IUCN providing overall coordination. The consultancy firm needs to meet the following minimum conditions:

- Minimum of 5 years of existence and experience in socio-economic, biophysical assessment, climate change impacts assessment and natural resource management.
- Experience in climate finance in the context of developing countries.
- Experience in landscape or catchment assessments, including land-use and restoration.

- Experience in natural capital valuation, payment for ecosystem services schemes assessments, climate vulnerability assessments and GIS.
- Having undertaken programme or project baseline assessments in Tanzania (experience in other countries within the East African region will be an added advantage).
- Experience in designing ex-post impact studies with demonstrated application of various evaluation designs - experimental non-experimental designs, sample size and power calculations.

The key skills and competencies of team members include:

- A relevant post-graduate degree at or above MSc level in climate change adaptation/mitigation or a related discipline.
- Relevant experience with Nature Based Solutions (NbS) for climate adaptation.
- At least ten (10) years' experience in socio-economic, biophysical assessment including application of GIS and climate change impacts assessment.
- Previous experience in the development of project Theories of Change, log-frames/results frameworks with SMART indicators.
- Clear understanding of research methodologies and experience using a range of research tools and techniques with regards to climate change adaptation.
- Experience in gender mainstreaming into climate change adaptation is key.
- Experience working in Eastern Arc Mountains regions and Kilombero valley is an added advantage.
- Fluency in spoken and written English.
- Knowledge of Swahili language is desirable.

Supervision and coordination

The consultant will report to and work under the supervision of Programme Manager.