



Terms of Reference for IUCN Consultancy

Title: Regional Plastic Waste Profiling (Comoros, Madagascar, Mauritius, Seychelles, Zanzibar) (IslandPlas Project)

Objective of the Consultancy

This consultancy has the following objective(s):

1. Analyse and quality-assure plastic waste data collected through national consultants and supplemented by the consultant's own field research and analysis across ISLANDPLAS project countries.
2. Produce a standalone national report for each of the five ISLANDPLAS project countries (Comoros, Madagascar, Mauritius, Seychelles, and Zanzibar). Each report will serve as a plastic waste profile, providing a comprehensive overview of plastic waste generation, management, and leakage at the national level. The reports must include quantified estimates, sector-specific material flow analysis, and identification of major sources and pathways of plastic pollution
3. Coordinate with in-country consultants and IUCN ESARO to identify and address data gaps.
4. Produce a regional science paper synthesising the national findings, identifying regional trends, data gaps, and strategic recommendations.

Background

Project Reference: P04772

Donor reference: DR04772.20

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.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,400 Member organisations and around 15,000 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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About the Project

The IslandPlas project is an IUCN-led initiative, supported by The Coca-Cola Foundation, that targets seven African Islands, that is, Cabo Verde, Comoros, Madagascar, Mauritius, São Tomé and Príncipe, Seychelles, and Zanzibar. The project, running until end of 2026 envisions African Islands that are free from plastic waste in the environment, and that circular measures are in place to ensure zero plastics to the ocean. The project actions are designed to reduce and prevent plastic waste leakage into the environment through demonstrating effective, quantifiable solutions to addressing plastic leakage.

Among others, the project contributes to achieving the objectives prescribed in the Declaration adopted by the Ministerial Conference on the Blue and Circular Economy in the Island States of Africa and the Indian Ocean (September 2023), that advocates for a blue and circular economy, enabled through circular entrepreneurship, skills development, increased investment towards science, research and development, and legal and policy reforms. The project is designed to strengthen national understanding of plastic material flows as well as the footprint of waste and pollution. It aims to integrate and support informal waste sector actors and local communities, while promoting locally appropriate, innovative solutions to reduce plastic pollution. The initiative will also build institutional capacities (particularly at the municipal level and within the informal sector) to catalyse lasting change. Additionally, the project will explore the potential for establishing an inter-regional recycling hub to serve and connect multiple islands across the region.

At the regional level, the project aims to achieve three main outcomes:

- I. Sustainable and improved livelihoods of informal waste sector actors engaged in a circular plastics economy (9,600 beneficiaries);
- II. Quantifiable regeneration of plastic waste material through circular approaches, including through plastic material recovery (14,000 tons), recycling (5,600 tons) and upcycling; and
- III. Strengthened sector innovation and enterprise development with new growth opportunities through direct capital investments to locally-appropriate solutions (US \$2 million).

A core aim of the project is to develop national plastic waste profiles, through undertaking a plastic waste national level quantification and sectorial material flow analysis for each country, in which IslandPlas implements itself, using a standardised data collection approach.

These profiles will provide a detailed picture of plastic generation, use, waste management and disposal, and leakage at national level and across key sectors. They are intended to inform national planning, strengthen waste management systems, and support policy and investment decisions. The consultant will support the development of the national waste profile of its respective country by collecting, verifying, and contextualising country-specific data.

Description of the Assignment

The Regional Consultant will lead the regional data analysis, drafting, and final write-up of five national plastic waste profiles (Comoros, Madagascar, Mauritius, Seychelles, and Zanzibar), and one regional scientific paper.

Each country report aims to build on previous national efforts and provide a collaborative, practical tool for policymakers and stakeholders. The consultant will analyse data related to plastic waste management including, but not limited to, waste generation figures, sectoral plastic use, import/export flows, recycling rates, and leakage estimates. While core data will be provided through KoboToolbox submissions and national stakeholder inputs, the consultant will also be expected to proactively search for and verify supplementary data through desk-based research where needed.

Using these sources, the Regional Consultant will draft comprehensive national waste profiles (example country report in Annex X) summarising key findings, sectoral trends, and national challenges and opportunities. Each report should feature clear narrative sections, statistics, and supporting figures, graphs, and infographics. Final report design will be supported separately by a design team.

Beyond the country profiles, the consultant will also prepare a regional scientific paper drawing from all five datasets. This paper will analyse cross-cutting trends, highlight critical data gaps, and propose strategic actions to strengthen plastic waste management across the African island states.

This is a collaborative and dynamic role. Strong engagement, technical rigour, and the ability to work flexibly across diverse teams are essential.

This consultancy is open to nationals of countries within the Southern and Eastern Africa region only.

Duration of the Assignment

A six-month period starting from October 2025.

Deliverables and Activities

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

Deliverable/Activity	Description	Deadline
Deliverable 1	Inception note and detailed workflow plan	End of Week 1
Activity 1A	Kick-off meeting with IUCN ISLANDPLAS Regional Manager and Blue Science & Business Innovation Manager (to confirm workflow, timelines, communication channels)	Week 1

Activity 1B	Initial review of KoboToolbox, current data entry and advice/guidance to in-country teams collecting data	Week 2
Deliverable 2	Bi-weekly progress updates (written summaries of analysis status, emerging issues, early insights). Additionally, monthly video call with IUCN ESARO team for updates.	End of each month (Months 1–4)
Activity 2A	Ongoing coordination with in-country consultants to clarify or request missing data	Weeks 2–12
Deliverable 3	Draft five national plastic waste profiles (10–15 pages each, excluding any annexes)	End of Month 4
Activity 3A	Internal quality control of drafts (ensuring consistency, structure, and completeness)	Before submission of drafts
Deliverable 4	Finalised five national waste profiles incorporating feedback from IUCN ESARO and stakeholders	End of Month 5
Deliverable 5	Draft regional scientific paper synthesising findings across all five countries	End of Month 6
Activity 5A	Presentation of key regional findings in an internal webinar/discussion with IUCN ESARO	End of Month 6

Payment Schedule

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

In the payment schedule section, please ensure that the milestone payments are clearly linked to the corresponding deliverables outlined in the TOR.

Deliverable	Milestone payment	Payment (%)
Contract Signature	Upon signing of the contract and submission of Inception Note and workflow plan (Deliverable 1)	10%
Draft National Waste Profiles Submitted	Submission of all five national plastic waste profile drafts (Deliverable 3)	30%
Final National Waste Profiles Submitted	Submission of finalised national waste profiles incorporating feedback (Deliverable 4)	30%
Draft Regional Scientific Paper Submitted	Submission of draft regional science paper (Deliverable 5)	20%
Final Regional Scientific Paper Submitted	Submission of final regional science paper after internal webinar/discussion (linked to Activity 5A)	10%

Skills and Experience

The consultant must have the following skills, education and experience as a minimum:

- Minimum 5-7 years of experience in technical data analysis and report writing.
- Minimum 3-5 years of experience specifically in plastic waste management, material flow analysis, or solid waste studies.
- Minimum 3-5 years of experience in scientific paper drafting and publication processes.
- Proven ability to work across multiple countries and teams, managing complex workflows and feedback loops.
- Strong QA/QC experience in data management.
- Ability to write engaging, clear, and technically sound reports aimed at both policy and technical audiences.
- Fluent in English. French proficiency is an added advantage.
- Ability to work independently and deliver high-quality outputs to tight timelines.
- This consultancy is open to nationals of countries within the Southern and Eastern Africa region only.

Supervision and coordination

The consultant will report to and work under the supervision of:

IUCN ESARO Regional Blue Science and Business Innovation Manager

- Regional technical oversight and coordination. The consultant will share bi-weekly progress updates and flag any strategic or cross-country issues requiring higher-level support.
- Oversight and quality assurance. The consultant may occasionally report progress or challenges and join calls for cross-country alignment and strategic updates.

[Plastic Waste Free Islands \(PWFI\) | IUCN](#)