



TFCA FINANCING FACILITY

Call for Expression of Interest

ESMS Experts

PART 1 – BACKGROUND

The SADC Transfrontier Conservation Areas (TFCA) Financing Facility (FF) is a regional financing mechanism established to support conservation, development and management actions in SADC TFCAs. The TFCA FF was established by SADC Secretariat with initial funding from the Federal Ministry for Economic Cooperation and Development in German (BMZ), through KfW, and recently, additional financial commitment from EU-NaturAfrica programme. The International Union for Conservation of Nature (IUCN), Eastern and Southern Africa Regional Office (ESARO) is the Project Executing Agency for this initiative. It is part of the SADC TFCA Programme (2020-2033), with the aim to contribute towards sustainable financing mechanisms for transboundary natural resources management. Implemented through a grant-making mechanism, the initiative aims to invest in tangible measures and projects that strengthen ecological, economic, cultural and institutional connectivity within SADC TFCAs for the management of shared natural resources and sustainable development.

Grants funded through the SADC TFCA FF are required to contribute to the following thematic areas:

- Improved habitat connectivity, especially for elephants and large carnivores as flagship species (“species” dimension);
- Improved management effectiveness of TFCAs and PAs (“habitat” dimension); and
- Improved livelihoods for communities affected by human-wildlife co-habitation (“people” dimension).

Managing Environmental and Social Risks

The SADC TFCA FF realizes that projects have potential environmental and social risks including but not limited to: access restrictions, human rights abuses, human wildlife conflict, occupational health and safety and pollution. In order to manage such risks, IUCN developed an Environmental and Social Management System (ESMS) for SADC TFCA FF, which guides funded projects.

The SADC TFCA FF, ESMS covers the following four (4) Thematic Risk Areas (TRAs):

- Social risks and impacts related to **Access Restrictions** to protected areas.
- Social risks and impacts on upholding human rights related to **Law Enforcement** operations in the conservation context.

- Environmental and social risks and impacts related to **human-wildlife conflict/co-existence**.
- Environmental and social risks and impacts related to the **construction of physical infrastructure**.

The [SADC TFCA FF ESMS Manual](#) provides more details on the purpose of the ESMS and how various tools can be used to manage environmental and social risks (E&S) throughout the grants management cycle. The ESMS outlines procedures for identifying, assessing, and managing E&S risks and guides decision-making for selection and implementation of grants.

Summary of the Requirement

IUCN invites suitably qualified and experienced individuals or firms to submit an expression of interest to support the SADC TFCA Financing Facility in the implementation of the ESMS for the topics highlighted in **Part 2** below.

1.1. The procurement process

The following key dates apply to this Call:

Issue Date	23 October 2025
Closing Date	23 November 2025 at 5:00PM SAT
Estimated Open Period	30 Days

1.2. Conditions

IUCN is not bound in any way to enter any contractual or other arrangement with any Proposer because of issuing this Call. IUCN is under no obligation to accept the lowest priced Proposal or any Proposal. IUCN reserves the right to terminate the procurement process for any reasonable cause and at any time prior to contract award. By participating in this Call, Proposers accept the conditions set out in this Call. Proposers must sign the “Proposer’s Declaration” and include it in their proposal submission.

1.3. Queries and questions during the period for the Call for Expression of Interest

Proposers are to direct any queries and questions regarding the Call to kambili.chilufya@iucn.org. No other IUCN personnel are to be contacted in relation to this Call. Proposers may submit their queries no later than 5 November 2025 at 17:00 SAST.

As far as possible, IUCN will issue the responses to any questions, suitably anonymised, to all Proposers. If you consider the content of your question confidential, you must state this at the time the question is posed.

1.4. Amendments to Call documents

IUCN may amend documents for the Call by issuing notices to that effect to all Proposers and may extend the Call closing date and time if deemed appropriate.

1.5. Proposal lodgement methods and requirements

Proposers must submit their Proposal to IUCN no later than 17 November 2025 at 17:00 SAST by email to: tenders.sa@iucn.org. The subject heading of the email shall be [Call for Expression of Interest – Environmental and Social Management System – SADC TFCA Financing Facility- [Proposer Name]]. Electronic copies are to be submitted in PDF and MS Word format. Proposers may submit multiple

emails (suitably annotated – e.g. Email 1 of 3) if attached files are deemed too large to suit a single email transmission exceeding 20 MB.

Proposals must be prepared in English and in the format stated in Part 4 of this Call.

1.6. Late and Incomplete Proposals

Any Proposal received by IUCN later than the stipulated closing date and time, and any Proposal that is incomplete, will not be considered. There will be no allowance made by IUCN for any delays in transmission of the Proposal from Proposer to IUCN.

1.7. Evaluation of Proposals

The evaluation of Proposals shall be carried out exclusively with regards to the evaluation criteria and their relative weights specified in part 3.

PART 2 – THE REQUIREMENT

A key component of the SADC TFCA FF grant-making mechanism will involve the review of submitted concepts and proposals during the two-stage application process, which includes E&S Risk Assessments, and Risk Categorisation, ESDDs, determination of the Environmental and Social Safeguards requirements and supporting the grantees with implementation of safeguards, and monitoring compliance to the Environmental and Social Commitment Plans.

IUCN seeks to establish a pool of experts to support the Project Management Unit (PMU) with additional technical expertise on Environmental and Social Due Diligence (ESDD) under any of the four Thematic Risk Areas (TRAs). Qualifying Experts/Firms will be shortlisted, added to the SADC TFCA FF Roster of Experts and will be requested to support the implementation of the ESMS on a case-by-case basis. The required Experts/Firms are expected to have expertise and experience in the following areas:

- **Rights-based approaches to conservation and development:** Facilitators for Human Rights Training to law enforcement and anti-poaching teams.
- **Access Restrictions:** Further ESDD undertaking through socio-economic surveys and facilitation of Process Frameworks for deprivation and restriction of communities/vulnerable groups from accessing natural resources due to implementation of projects.
- **Human-wildlife conflict management and mitigation:** Undertake ESDDs related to determination of risks related to HWC and recommending possible mitigation measures.
- **Community and Stakeholder engagement:** Support development of project level mandatory safeguards tools namely Free Prior Informed Consent (FPIC), Stakeholder Engagement Plan, Grievance Redress Mechanism and Serious Incidents Reporting (SIR) and monitoring their implementation.
- **Physical Infrastructure:** Undertake ESDD which may include Environmental and Social Impact Assessments (ESIA), Environmental and Social Management Plans (ESMPs), and Occupational Health and Safety Management Plans (OHSMP). Infrastructure projects supported by the SADC TFCA FF include development and maintenance of roads, bridges, dams, buildings, fences, boreholes and sanitation facilities.

Experts from the ESMS Roster, will be called from time-to-time, to support the PMU and Grantees with the tasks outlined above.

Scope of Work for the Consultants

Selected consultants will form part of the pool of Experts from which the SADC TFCA Financing Facility will draw for the specific assignment to be undertaken. Assignments will be commissioned either during review of proposals or during implementation of approved projects. However, each case will be determined from the preliminary screening by the PMU. The PMU will draw up specific Terms of Reference for the scope of assignment and tasks to be undertaken by the consultant. The PMU will engage the consultant (Expert of a particular TRA) to submit the Technical and Financial Proposal based on the assignment and foreseeable number of days required to perform the assignment.

Consultants will be required to declare conflict of interest where applicable.

During the project cycle, the Consultant may also be called upon in virtual meetings or site visits to provide technical advice regarding implementation of Environmental and Social Commitment Plans (ESCPs) for projects.

Required Qualifications

Experts interested in supporting the SADC TFCA FF in the topics outlined above must demonstrate recognized capacity and expertise in the following fields of key competency, supported by successful career experience at a senior level in an international environment with relevant professional experience across the following areas:

- Post-graduate qualification in Environmental and Social Sciences or equivalent.
- A minimum of 5 years' experience in the formulation, review, and application of environmental and social management frameworks and impact assessments, with specific focus on the thematic risk areas highlighted in **Part 2** above.
- A team player with demonstrated ability to work with multidisciplinary, multicultural communities, especially rural communities, is an advantage.
- Experience in the SADC region and transboundary natural resources management is an added advantage.
- Proficiency in English (written and spoken).

Remuneration

Successful Consultants will have to propose their daily rate in Euros. The payments will be made based on the number of days required for each specific assignment.

PART 3 – THE EVALUATION MODEL

All interested and qualified persons or Firms are encouraged to submit their Curriculum Vitae or Profiles and a Letter of Motivation (2 pages maximum) in English providing evidence of their understanding and experience of the specific Thematic Risk Area they are applying for.

The evaluation of proposals shall be carried out with regards to the evaluation criteria and their relative weights specified in the table below:

3.1 Technical evaluation

	Evaluation Criteria	Weighting
1	Qualifications and experience of the expert in the Thematic Risk Areas – demonstrating an understanding of environmental and social risks, <i>(provide reference of specific, relevant projects)</i>	30
2	Experience in planning and implementation of Environmental and Social safeguards requirements in grant-making and/or donor funded projects (including references of the scope of work undertaken previously)	30

3	Work experience in the SADC region on planning, implementation, monitoring and audit compliance of environmental and social safeguards in conservation and/or rural development projects	10
4	Financial Competitiveness and fair pricing in Euros (Daily Rates)	30
	Total Score	100

PART 4 – INFORMATION TO BE PROVIDED BY PROPOSERS

By participating in this Call for Expression of Interest, Proposers are indicating their acceptance to be bound by the conditions set out in this Call.

This Part details all the information Proposers are required to provide to IUCN. Submitted information will be used in the evaluation of Proposals. Proposers are discouraged from sending additional information, such as brochures, that are not specifically requested.

Each of the following must be submitted as a separate document for Evaluation.

Proposers are required to submit the following details in their technical proposal:

- Motivation Letter
- Individual CV or Company Profile
- List of similar projects for which Similar Assignments have been undertaken in the last 10 years.
- Contact details of 3 referees, familiar with the proponent's experience that is relevant for this assignment.

PART 5 – DEFINITIONS

For the purposes of this Call, the following definitions apply:

SADC TFCA FF	Southern Africa Development Community, Transfrontier Conservation Areas, Financing Facility
Instructions	Means the instructions and conditions set out in Part 1 of this Call.
IUCN ESARO	Means IUCN, International Union for Conservation of Nature and Natural Resources – Eastern and Southern Africa Regional Office.
IUCN Contact	Means the person IUCN has nominated to be used exclusively for contact regarding this Call and the Contract.
Proposal	Means a written offer submitted in response to this Call.
Proposer	Means an entity that submits, or is invited to submit, a Proposal in response to this Call.
Requirement	Means the supply to be made by the Contractor to IUCN in accordance with Part 2 of the Call.
Call	Call for Expression of Interest
ESMS	Environmental and Social Management System

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 1,300 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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