



UNION DES COMORES

Unité - solidarité - développement

VICE-PRESIDENCE EN CHARGE DU MINISTRE DE L'AGRICULTURE, DE LA PECHE,
DE L'ENVIRONNEMENT, DE L'AMENAGEMENT DU TERRITOIRE ET DE L'URBANISME

TERMS OF REFERENCE: INTERNATIONAL EXPERT IN INTEGRATED WATERSHED MANAGEMENT UNDER CLIMATE CHANGE

For the project:

"BUILDING CLIMATE RESILIENCE THROUGH REHABILITATED WATERSHEDS, FORESTS AND ADAPTIVE- LIVELIHOODS"

Funded by the Global Environment Facility (GEF)

1. GENERAL CONTEXT

Comoros islands are particularly vulnerable to the effects of climate change, which intensify the economic, political and humanitarian constraints already faced by the country thereby reducing considerably its capacity to eliminate extreme poverty. The poorest community groups will be the most severely affected by these phenomena because they are the least able to adapt to them. Systematic interventions will be required at all levels (regional, national, local) to plan and implement development actions to avoid a reversal of the few development gains made.

The country has identified priority adaptation measures contained in its National Adaptation Program of Action (NAPA). An analysis of the current situation reveals the following: (i) adaptation initiatives currently underway are of limited scale and scope and their impacts are neither consistent nor sustainable; ii) its capacity, relationships, policies and institutional practices regarding risk assessment and management are not sufficiently developed to create an enabling environment where political and social leaders support the development and implementation of efficient solutions to a problem with complex multi-sectoral impacts; (iii) limited knowledge of the most appropriate adaptation policies and measures prevents the country from preparing and building the institutional capacity required to support effective climate change risk management; (iv) the limited funding available to support large-scale adaptation initiatives is an obstacle to building the necessary institutional and technical capacity.

As part of the project "**Strengthening Resilience through Watersheds, Forests, and Suitable Livelihoods**", funded by the Global Environment Facility and jointly implemented by UNEP, the country wants to integrate climate change risks and opportunities in its development processes in order to avoid the loss of development assets under changing climate.

2. BRIEF DESCRIPTION OF THE PROJECT:

The project will strengthen the resilience of Comorian communities to climate change through the rehabilitation of degraded watersheds. The project will also develop the technical and institutional capacity of stakeholders for the sustainable management of forests and river basins as an adaptation strategy at national and local levels.



To ensure the long-term sustainability of watershed rehabilitation, the project will promote the development of alternative and sustainable livelihoods in rural areas that will help ensure diversified and resilient livelihoods, which rely on healthy ecosystems. Through these interventions, the project will lead to the following results:

- Strengthened technical and institutional capacity for integrated watershed management at national and local levels;
- Rehabilitation and sustainable management of watersheds and subwatersheds in project areas; and
- Adoption of a diverse range of resilient livelihood strategies by communities in the project areas.

Project interventions will take place at the national level as well as on each island of the Union, each site representing a watershed, composed of several villages (five in each watershed will participate in the project):

- The island of Grande Comore (Ngazidja): the villages of Mdjoiezi, Mkazi, Nvouni (Mvouni), Pvanadjou (Vanadjou) and Bahani are located in the central zone of the island in the Séréhini watershed bringing together three regions involved in agriculture, fishing, tourism, crafts and trade to know: i) Bambao Region, where is the capital of the Comoros Union, Moroni; ii) Hambou Region; and iii) Itsandra region.
- The island of Anjouan (Nzwani): the villages of Daji (Dagi), Kiyu, Komoni, Mremani and Adda are located in the Nyumakele watershed in the Mremani region (southern part of the island).
- The island of Moheli (Mwali): the villages of Siri-Ziroudani, Wanani (Ouanani), Hagnamouda, Hamavouna and Itsamia are located in the Mibani watershed in the Djando region (southern zone of the island).

Priority activities include building capacity of stakeholders on Integrated Watershed Management (IWM). As part of this assignment, the international expert will work in collaboration with a national expert to prepare all the theoretical support and introductory training programs on IWM for government and non-government actors in the relevant sectors, and awareness raising of the communities targeted by the project.

3. TASKS DESCRIPTION

Working with the national expert, the project coordinator and the technical advisor, the consultant will carry out the following tasks:

A. Stocktake of available information, and development of training and awareness-raising material:

1. Become familiar with the project document and its objectives, and the report of the baseline study.
2. Identify government and non-government institutions involved in the management of natural resources - particularly forests, water resources and watersheds - at the central level and on each island that will be the targets of the training.
3. Assist the national consultant in the development of technical capacity assessment tools to measure the current level of knowledge on IWM of government and non-government institutions — at the central and island level — in the sectors of environment, forests, water and agriculture.
4. Assist the national consultant in developing the assessment tools needed to measure the current level of knowledge of the communities targeted by the project on each of the three islands on: i) climate change and its effects; (ii) the contribution of natural ecosystems to the maintenance of a healthy environment and of sources of income for communities; (iii) the role of natural ecosystems in climate change adaptation; and (iv) the sustainable management of natural resources and watersheds.



B. Training:

The content of the training will be based on the *Baseline analysis of the use of integrated watershed management approach in other countries and the identification of the key concepts and best practices of integrated watershed management to be applied in the Comoros* produced within the framework of the baseline study of the project.

1. Develop — in collaboration with the national expert — a strategy and a program for the training and awareness-raising interventions of centralized and decentralized government and non-government institutions. This strategy could, for example, adopt the training-of-trainers approach within government institutions, and specific activities to be implemented by these trainers in the long term to allow the maintenance of the skills acquired by the participants.
2. Develop — in collaboration with the national expert — the detailed IWM guidelines that will define the content of training and awareness-raising sessions for government and non-government institutions. The guidelines for the central level should be specific to the context in Comoros. The guidelines for the decentralized level should be adapted to the needs and specific context of each island. These guidelines will first be developed in French by the experts and then the final version will be translated into Comorian by the national consultant.
3. Assist the national expert in the development of communication tools including posters, pamphlets and booklets.
4. Identify specific activities and an action plan for the medium term to maintain the skills acquired as part of the long-term strategy developed.

C. Implementation of the awareness-raising campaign:

The identification of the targeted people and the content of the awareness-raising campaign will be based on the *Identification of key concepts and best practices of integrated watershed management to be applied in the Comoros, the Vulnerability Assessment and the identification of project beneficiaries* produced as part of the project's baseline study.

1. Develop — in collaboration with the national expert — a long-term strategy to raise the awareness of local communities.
2. Develop — in collaboration with the national expert — guidelines on the role of ecosystems, the need for sustainable natural resource management and IWM that will define the content of the awareness-raising campaigns for local communities. Three guiding documents will be developed, each adapted to the level of knowledge and the socio-economic and environmental context on each island. These guidelines will first be developed in French by the experts and then the final version will be translated into Comorian by the national consultant.
3. Assist the national expert in the development of simple and entertaining communication materials including posters, pamphlets and illustrated booklets.
4. Identify specific activities and an action plan to be implemented in the medium term to maintain the knowledge acquired as part of the long-term strategy developed.

4. CONTRACT DURATION

The contract will have a duration of 25 days over the period 01 February to 30 April 2018.

5. EXPECTED DELIVERABLES



- i. **Methods report** in French detailing the methodology of the analysis, the planned training and awareness-raising events, and communication tools that will be developed, and the workplan for the realization of the contract.
- ii. **First draft report** in French which must contain at least the following information:
 - Description of the methodology used for the development of capacity and knowledge assessment tools.
 - Description of the methodology used to develop the content of training and awareness-raising sessions, and guidelines and communication materials for training and awareness-raising interventions of central and decentralized institutions.
 - Description of the methodology used to develop the content of awareness-raising campaigns, and guidelines and communication materials to raise awareness of local communities.
 - Activities and action plan to maintain the benefits of the training and awareness-raising interventions.
- iii. **Final report** in French which addresses all the comments of the project team and stakeholders.

6. PLANNING

The consultant will spend:

- Up to 5 days for document analysis, preparation of the capacity and knowledge assessment, and detailed workplan.
- Up to 14 days to prepare training and awareness-raising material.
- Up to 6 days for report writing and review process.

A first draft of the report should be completed no later than March 30, 2018. A final report responding to all comments should be submitted no later than April 30, 2018.

7. PAYMENTS SCHEDULE

The payment will be divided according to the following schedule and after receipt of the deliverables whose quality is assessed as satisfactory by the project team:

- Payment 1: 20% after the submission of the initial report.
- Payment 2: 30% upon presentation of the first draft report.
- Payment 3: 50% upon presentation of the final report.

No additional cost will be claimed. The financial offer must include fees and travel costs.

8. REQUIRED SKILLS

The selection of candidates will be based on the following criteria:

- Master's degree in Ecology, Geography, Forestry, Hydrology, Natural Resource Management, or other related field.
- A minimum of 10 years of relevant work experience.
- Demonstrated expertise in the development, planning and implementation of integrated watershed and forest resource management approaches, preferably in African and island countries.
- Expertise in analysing the effects of climate change on natural resources.
- Demonstrated experience in developing and implementing training and awareness-raising campaigns for government and non-government actors, and rural communities in developing countries.



- Strong interpersonal, communication and collaboration skills with professionals from all backgrounds.
- Fluency in French and English with excellent oral and written communication skills is a requirement.
- Availability to perform this task as soon as possible.

9. ROLE AND RESPONSIBILITIES

VP-MAPEATU will assist with logistics, provide project documents and will be the link between the consultant and the project stakeholders. The VP-MAPEATU will also support the mobilization of the people needed for the interviews. The consultant will be responsible for guiding the entire process of data collection and analysis, and for taking all other specific responsibilities stipulated in his ToRs.

The National Project Coordinator, the Technical Advisor and the stakeholders selected by the project team will be responsible for providing feedback on the reports for quality insurance.

10. APPLICATION PROCESS

Those wishing to apply must include in their application the following:

- Technical proposal: understanding and interpretation of ToRs; planned methodology for the execution of the activities; timetable for implementing activities; statement of organisational and personal capacity; relevant experience related to the mission; and references.
- Financial Proposal (including fees and travel costs).
- Cover letter.
- Curriculum vitae.

The application documents will be submitted before **Thursday 30 November 2017 - 23h (GMT +3)** to the Directorate General of Environment and Forests in Comoros or at the email address:

projet.IWM.comores@gmail.com / secretariatdgef@gmail.com