

AFRICAN UNION

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INTERAFRICAN BUREAU FOR ANIMAL RESOURCES  
BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES

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## Terms of Reference

### Gender Policy and Strategy Expert – Aquatic Environmental Management

#### Context

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) of the African Union Commission (AUC), is mandated to support and coordinate the utilization of livestock, fisheries, aquaculture and wildlife as resources for both human wellbeing and economic development in the Member States of the African Union. The Vision of the AU-IBAR Strategic Plan 2018-2023 is an Africa in which animal resources contribute significantly to integration, prosperity and peace. AU-IBAR's intervention in the fisheries and aquaculture sector is guided by the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa (PFRS) which is aimed at improving governance of the sector for increased sustainable contribution to food security, livelihoods and wealth creation. Also within the framework of the African Union 2063, the Africa Blue Economy Strategy envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The Africa Blue Economy Strategy is endorsed at the highest political level of the continent. The Strategy incorporates key critical vectors for promoting blue economy development of the continent, including fisheries, aquaculture and ecosystem conservation; shipping, maritime safety and trade; climate change, environmental sustainability and ecotourism; sustainable energy and extractive mineral resources; governance, institutions and job creation.

AU-IBAR, with support from the Swedish International Development Cooperation Agency (SIDA), is implementing a project on “*Conserving Aquatic Biodiversity in African Blue Economy*”, for three-year period. The overall objective of the project is to enhance the policy environment, regulatory frameworks and institutional capacities of AU member states and

regional economic communities to sustainably utilize and conserve aquatic biodiversity and ecosystems. The specific objectives of the project are as follows:

1. Ratify and/or align relevant international/regional instruments related to blue economy themes (with specific reference to protecting and conserving biodiversity)
2. Optimizing conservation and sustainable use of biodiversity while minimizing conflicts among blue economy sub-themes
3. Strengthening measures for mitigating the negative impacts of coastal and marine tourism, oil, gas, deep sea mining and climate change on aquatic biodiversity and environment.
4. Strengthening gender inclusivity in aquatic biodiversity conservation and environmental management

For the implementation of this project, AU-IBAR seeks the services of a Gender Policy and Strategy Expert – Aquatic Environmental Management, for a short-term consultancy, to strengthen the role and participation of women in the conservation of aquatic biodiversity and the environment.

### **Job Description Summary**

Under the direct supervision of the Project Team leader at AU-IBAR the incumbent will undertake the following targeted areas of work so as to achieve the objectives of the Project ‘Aquatic Biodiversity in African Blue Economy’:

1. Strengthen policies and strategies to promote women and gender equality in the conservation of aquatic biodiversity and environmental management
2. Integrate community-driven approaches to ecosystem-based climate change mitigation strategies and enhance promote the application of nature of nature-based solutions to aquatic biodiversity conservation and environmental management
3. Enhancing continental awareness and promoting implementation of Payments for Ecosystem Services as an innovative approach to nature conservation
4. Facilitate implementation of continental strategy by AU member states and related global instruments relevant to aquatic biodiversity and environment
5. Identify and mainstream gender related issues across project’s activities relevant to aquatic biodiversity and environmental management
6. Develop knowledge products, guidelines to facilitate integration of gender perspectives in biodiversity conservation and environment management by AU member states, RECs, NGOs etc
7. Identify and develop inventory of key stakeholders (private sector, NGOs, research and public institutions etc.) involved in environmental and biodiversity conservation in Africa
8. Promote partnership and institutional linages in the implementation of projects’ activities

9. Identify and develop new initiatives related to gender mainstreaming in aquatic biodiversity conservation and environmental management
10. Any other duty as may be assigned by the Project Team Leader

**Academic Requirements** The incumbent should have a Minimum of a Master's degree in the field of environment, biodiversity conservation, aquatic sciences, A qualification in gender development related study would be an advantage;

### **General Experience**

- i. Record of familiarization of African blue economy sector
- ii. Experience working with and/or familiarization of regional economic communities and specialized regional institutions with mandates related to management of aquatic biodiversity and environmental management in Africa
- iii. Record of working experience in gender mainstreaming activities and projects in the field of the environment and biodiversity conservation
- iv. Experience in developing or supporting developing of policies, strategies for strengthening gender considerations in natural resources governance
- v. Proven experience of working with communities in coastal and marine environmental issues

### **Specific Experience:**

- i. A minimum of 3 years of relevant work experience in aquatic environmental management institution, aquatic biodiversity conservation setting in Africa
- ii. Familiarization of continental and global instruments, initiatives relevant to climate change migration, environmental sustainability, gender considerations in natural resources management.
- iii. Evidence of Understanding the concept of payment for ecosystems (PES and nature-based solutions for ecosystems conservations
- iv. Experience in planning, implementing training and facilitating stakeholders' consultative workshops relating to aquatic ecosystems
- v. Proven evidence of familiarization of activities of NGOs in conservation of aquatic biodiversity and environmental management

### **Required Skills**

- i. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations in Africa;
- ii. Very strong writing, analytical and communication skills are necessary.
- iii. Proficiency in at least two AU languages

**Deliverables:**

1. Policies, strategies or management plans to promote women and gender equality in the conservation of aquatic biodiversity and environmental management strengthened
2. Community-driven approaches to ecosystem-based climate change mitigation strategies integrated in the project's activities
3. Implementation of nature-based solutions to aquatic biodiversity conservation and ecosystems restoration promoted
4. Identification, and mapping and inventory of main stakeholders (private sector, NGOs etc.) involved in environmental and aquatic biodiversity conservation, conservation and environmental management gender mainstreaming in their activities conducted.
5. Partnerships and Institutional linkages facilitated in the implementation of the project for generation of synergies
6. AU member States and other institutions or organizations supported to domesticate gender sensitive continental and global instruments relevant to aquatic biodiversity conservation and environmental management
7. Gender related issues across project's activities relevant to aquatic biodiversity and environmental management are identified and mainstreamed
8. Knowledge products developed or support to development of knowledge products gender related issues in aquatic biodiversity conservation and environmental management
9. New relevant initiatives or projects developed or development supported
10. Other duties performed as may be assigned by supervisor

**Evaluation Criteria:**

The applications will be evaluated on the basis of the relevant technical qualifications, experience and competence of the candidates.

Criteria	Scores (%)
Qualifications	20
General Experience	15
Specific Experience	45
Female applicants	10
Other skills	5
Proficiency in language	5

**Gender Mainstreaming:**

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

**Duty stations:**

The contract should be implemented from the AU-IBAR offices in Nairobi unless otherwise with the Contracting Authority.

**Duration:**

The effective duration of this assignment is 6 months. The contract would be renewable depending on availability of funds and satisfactory performance.

The selected candidate should be available to undertake this assignment as soon as the contract is signed.

**Remuneration:**

The remuneration for this Consultancy is a fixed at P3Step 5 of the African Union Salary Scale, Monthly Payment after submission of satisfactory report.

Expenses for missions will be covered separately in accordance with the applicable African Union Commission rules and regulations.

**Supervision and reporting**

The candidate will be under the direct supervision of the project team leader with oversight supervision by the Director of AU-IBAR. The team leader will have the responsibility of approval of reports

**Application deadline**

The deadline for submission of proposals is 10<sup>th</sup> November 2023, Nairobi Local Time.

The address for submission of applications through email to: [procurement@au-ibar.org](mailto:procurement@au-ibar.org).

**Other Requirements for This Position:**

**Preference will be giving to women for this assignment. Women are therefore strongly encouraged to apply.**

**Documents forming part of this application:**

- Terms of reference
- Declaration on exclusion criteria
- Data protection and privacy statement

**Documents to be submitted with the application**

- Technical proposal including references of previous relevant work experience
- Curriculum Vitae
- Identification documents e.g. passport with relevant biodata pages
- Tax status/registration documents
- Signed declaration on exclusion criteria