

PROJECT: CONSERVING AQUATIC BIODIVERSITY IN AFRICAN BLUE ECONOMY

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's period, which was recently granted a no-cost extension to a four-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.

Objectives of the Consultancy

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 ‘Conserving Aquatic Biodiversity in African Blue Economy’:

1. Contribute to identification of gender issues relevant to conservation highlighting the socio-political, economic and cultural aspects of conservation.
2. Participate in analysis of, from a gender perspective, existing national, regional and local policies, strategies and action plans and elaborate on the added value of gender mainstreaming into national and regional conservation policies.
3. Facilitate the development of an implementation plan for the continental strategy for mainstreaming gender in aquatic biodiversity conservation and environmental management.
4. Support AU member states to domesticate the continental strategy for gender mainstreaming in aquatic biodiversity and environmental management.
5. Contribute to identification and mainstreaming of gender related issues across project’s activities relevant to aquatic biodiversity and environmental management.
6. Facilitate formulation of a continental strategy on nature-based solutions for aquatic biodiversity conservation and ecosystems.
7. Enhance continental awareness and promote the implementation of nature-based solutions to minimize negative impacts of climate change on ecosystems and biodiversity.
8. Facilitate identification of and strengthening of regional value chains for aquatic biodiversity, including fisheries and aquaculture.
9. Enhance mechanisms to promote the Private sector and Women’s representation in climate change and (aquatic biodiversity conservation) decision-making institutions at national, regional and continental levels.
10. Facilitate the mapping of key stakeholders (private sector, NGOs etc.) involved in environmental and biodiversity conservation, including women’s networks or groups, and analyze institutional structure and capacities for gender mainstreaming in their activities.
11. Contribute to the identification and capturing of best practices and lessons learnt on social and gender equality.
12. Any other duty as may be assigned by the Project Team Leader

Deliverables:

1. At least two AU member states supported to develop gender sensitive strategies on aquatic biodiversity conservations and environmental management.
2. Development of an Implementation Plan for the continental strategy for mainstreaming gender in aquatic biodiversity conservation and environmental management.
3. Development of a continental strategy on Nature-based Solutions for aquatic biodiversity conservations and ecosystems management.
4. Continental awareness enhanced on nature-based solutions on aquatic biodiversity conservation.
5. Regional (blue) value chains on aquatic biodiversity identified and capacity of value chains actors strengthened.
6. Development of continental strategy on control and mitigating plastic and micro plastic pollution on aquatic biodiversity and environment supported

7. Gender related issues across project's activities relevant to aquatic biodiversity and environmental management are identified and mainstreamed.
8. Mapping of key stakeholders (private sector, NGOs etc.) involved in environmental and biodiversity conservation, including women's networks or groups, and analysis of institutional structures and capacities for gender mainstreaming in their activities facilitated.
9. Any other assigned by the Supervisor or Director of AU-IBAR.

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.

Location and Duration:

The consultant will be based in AU-IBAR offices in Nairobi Kenya with travel on specific assignments as agreed with AU-IBAR management.

The contract shall be for a period of six (6) months. 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 **P3 Step 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.

Applicant Requirements:

Academic & Professional Qualifications

The incumbent should have a Minimum of a Master's degree in the field of Gender Studies and/or Life sciences, Environmental sciences, Social science, Policy Development studies with focus on Gender considerations.

General Experience

1. A minimum of 5 years of combined relevant work experience in development-oriented institutions, NGOs, UN, AU member states or related international development aid projects in Africa.
2. A Minimum of 3 years of experience in at least one of the sectors (e.g., gender and climate change mitigation programmes; conservation of aquatic ecosystems, integrating gender considerations and women's empowerment in environmental programming);
3. Proven experience of working with and mobilizing communities in riparian and coastal settlements.
4. Experience working with and/or familiarization of regional economic communities and specialized regional institutions and their roles in enhancing gender integration in regional development agendas, including environmental considerations.
5. Experience in planning, implementing training and facilitating stakeholders' consultative workshops.

Specific Experience:

1. Evidence of Familiarization of and supporting implementation of AU continental and global instruments, initiatives addressing environmental sustainability, gender mainstreaming and sustainable development.
2. Evidence of strengthening capacity of communities in Africa on Nature-based Solutions for restoration of degraded habitats and ecosystems to promote aquatic biodiversity conservation.
3. Record of performing similar consultancy and work experience in mainstreaming gender in community actions and instruments on in at least two African coastal environmental settings.
4. Evidence of supporting AU Member States to develop gender-sensitive strategies relating to aquatic biodiversity conservation and environmental management.
5. Proven evidence of producing knowledge products on mainstreaming gender and climate change impact mitigation effects.

Required Skills

1. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations in Africa;
2. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the regions;
3. Very strong writing, analytical and communication, computer skills are necessary;
4. Proficiency in at least 2 AU official languages.

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

Evaluation Criteria:

Criteria	Scores (%)
Qualifications (20 marks)	20
General Experience	20
Specific Experience	40
Female applicant	10
Other skills (publication, writing skills)	5
Proficiency in language	5

Gender Mainstreaming:

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

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

Application Procedures:***Submission deadline***

The deadline for submission of proposals is **31 December 2024, 17.00 hours, Nairobi Local Time.**

The address for submission of applications is: Applications including detailed curriculum vitae (CV) should be submitted through email to: procurement@au-ibar.org.

Documents to be submitted with the application:

1. Curriculum Vitae demonstrating suitability for this assignment
2. Copies of academic and professional qualifications
3. Identification documents e.g. passport with relevant biodata pages
4. Signed declaration on exclusion criteria