



**INDIVIDUAL CONSULTANT SELECTION
REFERENCE NUMBER: NEMA/RFP/004/2023-2024**

Selection of a Gender Expert for GEF 7 funded project on “Strengthening forest management for improved biodiversity conservation and climate resilience in the Southern Rangelands of Kenya”

1.0. Background Information

The Global Environment Facility (GEF)-funded project on “Strengthening forest management for improved biodiversity conservation and climate resilience in the Southern Rangelands of Kenya” will be implemented by National Environment Management Authority (NEMA) in close coordination with the International Union for the Conservation of Nature (IUCN). The project will be implemented over a 4-year period, primarily in Kajiado and Narok Counties. The overarching goal of the project is to support a functioning and resilient dryland forest landscape that supports a sustainable economic/food production through integrated natural management. The project’s overall objective is to restore Southern Kenya dryland forest and rangeland landscape for resilient environment and community livelihoods. This will be delivered through the following specific objectives:

- i. To develop Community enterprises and livelihood value chains based on sustainable use of natural resources in the drylands.
- ii. To improve effective governance of land resources through strengthening of community level organizations, National and County governments.
- iii. Implementation of local resources management and restoration plans by the community units and local Authorities.
- iv. To co-ordinate the management on an integrated dryland landscape knowledge exchange and management platform.

These objectives will be realized through three key components that include;

1. Strengthening the enabling environment for the sustainable management of drylands.
2. Investment in scaling up sustainable dryland management.
3. Programmatic coordination, monitoring and knowledge management.

The project has been designed in careful consideration of the national priorities of Kenya, the needs of the local pastoral Community and the lessons from past and on-going initiatives in similar ecosystems. The proposed holistic approach will link income-generating activities (e.g. livestock marketing, horticulture value chain, eco-tourism) with sustainable environmental management activities. Therefore, the project plans to create a bridge between development needs and environmental activities. By building the communities' capacities and supporting them to derive more benefits from sustainable activities, the project will pave the way for innovations at local or landscape level in terms of natural resources management and conservation.

Gender policy is mainstreamed in every sectoral strategy, including the Vision 2030. The 2019 National Policy on Gender and Development aims at achieving equality of opportunity and outcomes with respect to access to and control of national and county resources and services; and equality of treatment that meets the specific and distinct needs of different categories of women and men. Since natural resources management activities are tied to land tenure, several policy and legal provisions are in place to reduce gender discrimination in economic activities and all kinds of employments. Chapter 5 of the Constitution of Kenya, 2010 outlines the values and principles including equitable access and elimination of gender discrimination in law, customs and practices related to land and properties on land. Gender equity is also well articulated in Constitution of Kenyan 2010, National Land Policy, Land Registration Act, Community Land Act and National Land Commission Act.

2.0. Objectives of the Assignment

2.1. Overall Objective

To ensure equal and equitable opportunities for all gender in project implementation.

2.2. Specific Objectives

The specific objectives are to: -

- i) Strengthen the capacity of gender-sensitive local community organizations to implement land and resources management plans
- ii) Identify rangeland restoration sites through detailed gender-responsive landscape restoration opportunity assessment mapping (ROAM)
- iii) Develop participatory and gender-responsive forest and rangeland restoration investment action plans
- iv) Establish gender-sensitive investments in clean energy that reduce household dependency on biomass energy
- v) Develop and utilize gender-sensitive localized drylands health, climate and biodiversity assessment tools

3.0. Scope of Services

The project recognizes that in the project implementation landscapes, women and men use resources differently; have different access to information; have different levels of authority in decision-making and are affected by ecological processes differently. Therefore, the gender action plan to be developed will integrate women in all the rangeland resources management and restoration processes, creating special opportunities for women to influence decisions appropriately while ensuring equity and equality. The plan will consider pertinent issues around ownership, access and use of main production resources: -

- Who owns the land;
- Who uses which resources,
- How the information is shared
- Who makes decisions and who implements the decisions.

The project does not intend to treat men and women equally but to specifically target women through several types of activities:

- Support for creating and strengthening milk women's cooperatives.
- Develop water harvesting methods.
- Facilitate the access to improved cooking stoves and clean energy technologies.
- Develop bee production.
- Create woodlots and tree nurseries that would be run by women groups.
- Support the development of handcrafts and bead crafts activities.

- Create community farms and develop extension services for vegetable production.

4.0. Terms of reference and Expected Deliverables/Outputs .

Key among the deliverables include:

A Gender Action Plan developed and utilized taking into consideration three priority areas: -

- ✓ Capacity building to enhance community understanding and appreciation for gender equity and equality in community rangeland restoration and resource management actions.
- ✓ Gender Balance, and Women Participation on Leadership Positions and in all decision-making platforms and benefit sharing.
- ✓ Coherent Gender Responsive Implementation Plans; ensure the consistent consideration of gender equality in all actions of the project.

5.0. Qualifications, experience and competencies of the expert

5.1. Education

- Master's degree in rural sociology or a related field

5.2 Experience

- A minimum of 8 years of experience as a gender specialist for similar projects. Experience working on similar projects in Kenya rangelands or similar context.
- Extensive experience in research and policy-level analysis.
- Demonstrated experience with gender integration in development programming
- Substantial experience in design, monitoring and evaluation of gender projects
- Experience in handling of web-based management systems

5.3 Skills and Competences

- Fluency in both spoken and written English.
- Computer literacy and good report and proposal writing skills.
- Facilitation skills for organization of workshops and training courses
- Good writing skills, strong computer skills and good oral communication skills

6.0 Selection Criteria.

The following criteria shall be applied to evaluate expression of interest for gender expert.

The pass mark to be considered for the contract shall be 75%.

| PART ONE (EDUCATION) | | | |
|------------------------------|--|--------|------------|
| No | Description | Yes/No | Marks |
| 1. | The Expert should have a Master's degree in rural sociology or a related field. (Provide certified copies of certificates by the issuing institution/commissioner of oaths) | | 40 |
| | Total Marks awarded | | 40 |
| PART TWO (EXPERIENCE) | | | |
| 1. | The Expert has demonstrated over Eight (8) years of experience as a gender specialist for similar projects in Kenya rangelands or similar context. (Attach updated CV and Provide relevant documentary evidence) | | 20 |
| 2 | Experience with donor funded projects. Attach updated CV and Provide relevant documentary evidence) | | 10 |
| 3. | Extensive experience in research and policy-level analysis. (Provide relevant evidence) | | 8 |
| 4. | Demonstrated experience with gender integration in development programmes (Attach documentary evidence) | | 7 |
| 5. | Substantial experience in design, monitoring and evaluation of gender related projects (Provide relevant evidence) | | 7 |
| 6. | Possess relevant skills for organization of workshops and training courses Attach documentary evidence) | | 5 |
| 7. | Basic computer skills | | 3 |
| | Total Marks awarded | | 60 |
| | Total Score | | 100 |

6.0. Duration/Time frame.

The project runs from F.Y 2023/24-2026/27

The expert shall serve yearly on part time basis renewable yearly subject to satisfactory performance.

7.0. Payment method.

Payments shall be based on time sheets and monthly reports submitted by the expert.

8.0. Reporting/ Coordination

The Expert will report to and take direction from the Project Coordinator briefing the Project Management Unit on progress at regular intervals. It is expected that the expert will engage at frequent intervals and collaborate with all relevant NEMA, county and key stakeholders to ensure the ownership and success of the stipulated objectives. All the reports should be submitted to the satisfaction of the project standards.

9.0. Application Procedure.

Interested individual consultants should send their **Updated Curriculum Vitae(CVs) accompanied by all relevant academic and professional documents clearly demonstrating how they meet the required qualifications, job experience, and other attributes.** Expression of interest should be submitted in a sealed envelope indicating the reference number and subject of EOI on top of the envelope.

All expressions of interest should be addressed to:

The Director General

National Environment Management Authority

P.o Box 66839-00200

Nairobi.

And be dropped into the tender box located at the Entrance of Elland House, NEMA Headquarters.

Physical Location; South C, POPO Road Off Mombasa Road.

All expressions of interest should be received by 21st May 2024 at 10.00 AM.