



Call for Expression of Interest to provide Short-Term Consultancy/Technical Support

Project Summary

Project title: “Mainstreaming Biodiversity in Productive Sectors: Responsible Sand Value Chain for Coastal Resilience in West Africa”
Project number: GEFID: 12029
Project executing partner: Environmental Protection Agency of Liberia; National Environmental Agency of Gambia; UNEP –Industry and Economy Division
PPG implementation period: December 2025 – August 2026
Consultancy Type & Title: National Consultant – Economic and Market Expert
Consultancy Duration: 10 Weeks
Duty Station: Liberia
Report to: The Executive Director of EPA
Application to: Submit Cover Letter, CV, Technical and Financial Proposal to Pescee Doe, Assistant Director for Procurement, EPA, Sekou Toure Avenue, Mamba Point, Monrovia, Liberia or Email to: ptdoe@epa.gov.lr
Deadline for Application: March 19, 2026 at 5pm Liberian Time, Female candidates are encouraged to apply. Only short-listed candidates whose applications correspond to the criteria will be contacted for an interview.

Project Background

The proposed 36-month regional project, led by UNEP under the Global Biodiversity Framework Fund (GBFF), aims to mainstream biodiversity conservation into productive sectors by addressing unsustainable sand extraction in Liberia and The Gambia. Recognizing sand mining as a major driver of coastal erosion, habitat loss, pollution, and biodiversity decline in the West African marine ecoregion, the project adopts a source-to-sea approach to strengthen policy and regulatory frameworks, enhance institutional and technical capacity, promote nature-based solutions, and foster market transformation along the sand value chain. Through baseline assessments, regional knowledge-sharing platforms, regulatory reform, private sector engagement, and support for women, youth, and Indigenous Peoples and Local Communities to transition toward biodiversity-friendly livelihoods, the project seeks to reduce ecological degradation while promoting

sustainable economic resilience. With a total GEF financing envelope of approximately USD 4.9 million, the initiative aligns with national biodiversity strategies and GBF Action Areas 3 and 6 to integrate biodiversity safeguards into governance, markets, and investment decisions across the region.

The project (GEFID 12029), to be executed by the Environmental Protection Agency of Liberia, the National Environmental Agency of The Gambia, and UNEP’s Industry and Economy Division, is currently in its Project Preparation Grant (PPG) phase (December 2025–August 2026). The PPG process is supporting detailed baseline assessments, stakeholder consultations, spatial and market analyses, and the preparation of the CEO Endorsement Request package to ensure a technically robust, inclusive, and nationally aligned full proposal for submission to the GBFF.

Objective of the Assignment

The National Consultant – Economics and Markets Expert will be responsible for economic, market, value chain, trade, and livelihood assessments related to sand extraction and alternatives, including biodiversity and socio-economic considerations

Types	Task to be performed
<p>Scope of Work</p>	<p>Market Assessment and Sand Alternatives</p> <ul style="list-style-type: none"> • Assess national and regional markets for sand alternatives including quarry sand, manufactured sand, recycled aggregates and dredged sediment, identifying opportunities to reduce pressure on coastal ecosystems. • Identify possible sand alternatives that can be used in each country. • Assess national and regional markets for bio-based and circular alternatives to sand and identify specific opportunities to reduce pressure on coastal ecosystems. • Assessment of existing barriers to international trade and commercialization of sand and sand alternatives, such as quality standards, logistics, and market acceptance. <p>Value Chain and Life Cycle Assessment</p> <ul style="list-style-type: none"> • Conduct a baseline survey of formal and informal sand and construction material value chains, including extractors, transporters, builders and sellers; and create criteria for life cycle assessments to quantify impacts, including biodiversity, across extraction, processing, transport, use and end of life. • Analyze infrastructure and logistics in the sand value chain, including transport routes, equipment, storage facilities and compliance requirements. • Identify scientific institutions and private sector actors working on sand alternatives and provide a roadmap for life cycle assessment development and environmental and economic benchmarking. <p>Socio-Economic and Livelihood Analysis</p> <ul style="list-style-type: none"> • Evaluate socio-economic conditions and livelihood dependence on sand extraction, with specific attention to youth, women and

	<p>vulnerable groups.</p> <ul style="list-style-type: none"> • Research and identify possible livelihood alternatives for sand-dependent communities, identifying skills gaps and resource needs. • Analyze women’s participation in the sand value chain and alternative livelihoods, identifying structural barriers and economic opportunities. • Evaluate skills, resources, entrepreneurial capacity and access to finance for women and youth interested in alternative livelihoods such as ecotourism, restoration jobs, fisheries value-addition and construction materials. <p>Stakeholder Mapping and Engagement</p> <ul style="list-style-type: none"> • The consultant will participate in the Project’s Inception workshop. • Identify key stakeholders for the sand value chain in the private sector and academia, including businesses, financial institutions, trade associations, universities and professional associations. • Develop a stakeholder engagement plan for academia and private sector based on interests, influence, and roles in sand governance and biodiversity conservation.
Main Deliverable	<ul style="list-style-type: none"> • An Economic and Market Assessment Report, including sand value chain analysis, market assessment of alternatives, trade and commercialization barriers, livelihood alternatives analysis, and a roadmap for life cycle assessment and economic benchmarking of sand substitutes.
Education	<ul style="list-style-type: none"> • Master’s degree (or higher) in Economics, Environmental Economics, Natural Resource Economics, Development Economics, Environmental Policy, Business Administration, or related field. • Specialized training in Life Cycle Assessment (LCA), circular economy, extractive sector governance, or trade policy will be an added advantage.
Professional Experience	<ul style="list-style-type: none"> • Minimum of 7–10 years of relevant professional experience in economic analysis, market assessments, value chain development, or natural resource management. • Proven experience conducting socio-economic and value chain assessments in Liberia, particularly in coastal or extractive-sector contexts. • Demonstrated experience working with government institutions, including the EPA and sector ministries. • Experience assessing informal and formal markets, including construction materials and extractive resources. • Experience integrating gender, youth, and vulnerable group considerations into economic and livelihood assessments. • Experience working with development partners and multidisciplinary teams is an added advantage.
Technical Competencies	<ul style="list-style-type: none"> • Strong knowledge of Liberia’s environmental governance framework and regulatory processes (including EIA systems).

	<ul style="list-style-type: none"> • Demonstrated expertise in market systems analysis, trade barrier assessment, and commercialization strategies. • Knowledge of sand mining governance, coastal ecosystem pressures, and biodiversity-economic linkages. • Experience applying life cycle assessment principles and environmental-economic benchmarking tools. • Proven capacity in stakeholder mapping and development of stakeholder engagement plans. • Strong analytical, research, and report writing skills.⁴
Core Competencies	<ul style="list-style-type: none"> • Excellent analytical and problem-solving skills. • Strong communication and stakeholder engagement skills. • Ability to work independently and deliver high-quality outputs within agreed timelines. • High level of professionalism, integrity, and cultural sensitivity.
	<ul style="list-style-type: none"> •



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Project Background

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knowledge-sharing platforms, regulatory reform, private sector engagement, and support for women, youth, and Indigenous Peoples and Local Communities to transition toward biodiversity-friendly livelihoods, the project seeks to reduce ecological degradation while promoting sustainable economic resilience. With a total GEF financing envelope of approximately USD 4.9 million, the initiative aligns with national biodiversity strategies and GBF Action Areas 3 and 6 to integrate biodiversity safeguards into governance, markets, and investment decisions across the region.

The project (GEFID 12029), to be executed by the Environmental Protection Agency of Liberia, the National Environmental Agency of The Gambia, and UNEP’s Industry and Economy Division, is currently in its Project Preparation Grant (PPG) phase (December 2025–August 2026). The PPG process is supporting detailed baseline assessments, stakeholder consultations, spatial and market analyses, and the preparation of the CEO Endorsement Request package to ensure a technically robust, inclusive, and nationally aligned full proposal for submission to the GBFF.

Objective of the Assignment

To provide expert environmental and hydrological inputs to the project design and preparation process, including ecological and biophysical baseline assessments, data gap analysis, stakeholder and institutional capacity assessments, and recommendations for project activities on sustainable sand management, biodiversity conservation and coastal resilience.

TYPE	TASK TO BE ACCOMPLISH
Scope of Work	<p>A. Institutional and Technical Capacity Assessment</p> <ul style="list-style-type: none"> • Analyze technical capacity and data availability across institutions and communities involved in sand licensing, monitoring, biodiversity protection and coastal resilience (availability of GIS and remote sensing tools, coastal surveillance capability, staff skills in enforcement and biodiversity assessment). • Review the availability of specific technical tools, including GIS and remote sensing tools, coastal surveillance capability, and staff skills in enforcement and biodiversity assessment. • Identify training and institutional capacity-building needs for local universities, businesses and banks or research centers on sustainable sand management, biodiversity risks and nature-based coastal protection. <p>Baseline Ecological and Biophysical Assessment</p> <ul style="list-style-type: none"> • Evaluate existing databases on coastal ecosystem conditions, including beaches, dunes, estuaries, mangroves and marine protected areas, assessing the already documented ecological functions, biodiversity values and the impacts of sand extraction on habitats, erosion, sediment flows and water quality.

	<ul style="list-style-type: none"> • Assess baseline biophysical data on erosion rates, sediment budgets, vegetation cover, fish nursery areas and species at risk, including documented impacts on turtles, migratory birds, manatees and fisheries and conduct a gap analysis of hydrological data to determine if sufficient information exists to calculate replenishment rates. • Conduct a gap analysis of existing hydrological and sedimentological data to determine if sufficient information exists to calculate the replenishment rates for priority river/coastal systems <p>Mapping and Spatial Analysis</p> <ul style="list-style-type: none"> • Map sand extraction sites and biodiversity hotspots around the country and collect available data regarding sand extraction volumes and locations. • Identify and map priority coastal areas where the project will intervene through restoration, monitoring, or regulatory measures to provide spatial data for planning outputs. <p>Research, Science and Life Cycle Assessment Support</p> <ul style="list-style-type: none"> • Identify scientific institutions working on sand alternatives with the capacity to facilitate life cycle assessments during the project phase. • Develop recommendations for project activities (including description, primary responsibilities, estimated budgets) to support the future elaboration of life cycle assessment studies for alternative construction materials and to quantify the environmental and economic impacts of policy interventions <p>Stakeholder Engagement – Academia and Science Community</p> <ul style="list-style-type: none"> • Must participate in the Project’s Inception Workshop. • Identify key stakeholders for the sand value chain in the private sector and academia. • Develop a stakeholder engagement plan for academia and the science community based on roles and projects related to sand governance and biodiversity conservation. <p>Policy Alignment and Project Justification</p> <ul style="list-style-type: none"> • Description of the project’s alignment with countries’ priorities, including National Biodiversity Strategies and Action Plans (NBSAPs) and/or National Biodiversity Finance Plans. • Summarize the Global Environmental Benefits (GEBs) and Socio-Economic Benefits to complete the Project Rationale.
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	<ul style="list-style-type: none"> Define project Environmental and Social Risks and corresponding risk mitigation measures
Main Deliverable	<ul style="list-style-type: none"> A National Environmental and Biophysical Baseline Assessment Report, including ecological status, hydrological and sediment gap analysis, spatial mapping of extraction sites and biodiversity hotspots, definition of Environmental & Social Risks, Global Environmental Benefits (GEBs), and technical recommendations for project design.
Education	<ul style="list-style-type: none"> Advanced university degree (Master’s or equivalent) in Environmental Science, Environmental Engineering, Hydrology, Ecology, Natural Resources Management, or a closely related field. A degree in Civil Engineering with demonstrated specialization/experience in hydrology, coastal engineering, erosion or related disciplines is highly desirable. Additional training in GIS/remote sensing, biodiversity assessment, coastal zone management or environmental safeguards is an asset.
Professional Experience	<p>Minimum of 7–10 years of relevant professional experience in:</p> <ul style="list-style-type: none"> Environmental assessment and management in coastal and/or riverine systems; Hydrology, erosion and sediment transport, and related biophysical analyses. Proven experience conducting ecological and biophysical baseline studies, including use of GIS and remote sensing for mapping and analysis. Experience with assessment of coastal ecosystems (beaches, dunes, estuaries, mangroves, marine or coastal protected areas) and biodiversity impacts of infrastructure or resource extraction. Demonstrated experience working with government agencies, research institutions and/or international organizations on natural resources, biodiversity or coastal management. Experience contributing to project design for international development or environmental finance (e.g., GEF, Green Climate Fund, multilateral/bilateral donors) is an asset.
Specific Technical Expertise Required	<p>Strong technical expertise in:</p> <ul style="list-style-type: none"> Hydrology, erosion processes and sediment dynamics; Coastal and riverine ecosystem functioning and biodiversity; Environmental impact assessment and data gap analysis.

	<ul style="list-style-type: none"> • Proven skills in using GIS and remote sensing tools for: • Mapping extraction sites and biodiversity hotspots; • Analyzing coastal change, erosion patterns and land cover. • Familiarity with concepts and methodologies related to: • Nature-based solutions and coastal ecosystem-based adaptation; • Life cycle assessments (LCAs) and environmental-economic impact analyses (desirable). • Knowledge of national and international frameworks on biodiversity conservation, coastal zone management and environmental safeguards. • Strong analytical and report-writing skills, with the ability to provide clear, evidence-based recommendations.
Competence	<p>Technical and Professional Competencies</p> <ul style="list-style-type: none"> • Demonstrated ability to conduct rigorous environmental and hydrological analyses and synthesize complex technical findings for non-technical audiences. • Capacity to design and implement ecological baseline assessments and data gap analyses in data-poor environments.



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Project Background

The proposed 36-month regional project, led by UNEP under the Global Biodiversity Framework Fund (GBFF), aims to mainstream biodiversity conservation into productive sectors by addressing unsustainable sand extraction in Liberia and The Gambia. Recognizing sand mining as a major driver of coastal erosion, habitat loss, pollution, and biodiversity decline in the West African marine ecoregion, the project adopts a source-to-sea approach to strengthen policy and regulatory frameworks, enhance institutional and technical capacity, promote nature-based solutions, and foster market transformation along the sand value chain. Through baseline assessments, regional knowledge-sharing platforms, regulatory reform, private sector engagement, and support for

women, youth, and Indigenous Peoples and Local Communities to transition toward biodiversity-friendly livelihoods, the project seeks to reduce ecological degradation while promoting sustainable economic resilience. With a total GEF financing envelope of approximately USD 4.9 million, the initiative aligns with national biodiversity strategies and GBF Action Areas 3 and 6 to integrate biodiversity safeguards into governance, markets, and investment decisions across the region.

The project (GEFID 12029), to be executed by the Environmental Protection Agency of Liberia, the National Environmental Agency of The Gambia, and UNEP’s Industry and Economy Division, is currently in its Project Preparation Grant (PPG) phase (December 2025–August 2026). The PPG process is supporting detailed baseline assessments, stakeholder consultations, spatial and market analyses, and the preparation of the CEO Endorsement Request package to ensure a technically robust, inclusive, and nationally aligned full proposal for submission to the GBFF.

Objective of the assignment:

The objective of this consultancy is to assess the policy, legal, and institutional frameworks governing sand mining and coastal resource management, identify gaps and capacity constraints, and provide recommendations to strengthen governance, enforcement, and biodiversity mainstreaming in alignment with national priorities and the Global Biodiversity Framework (GBF).

Type	Major Task
Scope of Work	<p>Policy and Legal Framework Review</p> <ul style="list-style-type: none"> • Conduct a comprehensive review of national policy, legal and institutional frameworks governing sand mining, coastal zone management, biodiversity protection, land use and water resources management, identifying regulatory gaps, enforcement weaknesses and institutional capacity constraints. • Conduct a comparative analysis of the fiscal regime for sand mining (royalties, taxes, fees) versus alternative materials to identify economic subsidies and incentives. <p>Institutional Capacity and Governance Assessment</p> <ul style="list-style-type: none"> • Analyze the technical and legal capacity across institutions involved in sand licensing, monitoring, biodiversity protection, and coastal resilience. • Assess existing governance structures, institutional mandates and coordination mechanisms related to mining, environmental management, EIAs, fisheries, tourism and coastal planning, identifying overlapping mandates and gaps hindering effective sand governance and biodiversity mainstreaming.

	<ul style="list-style-type: none"> • Evaluate the effectiveness of existing enforcement mechanisms to understand current limitations in applying the law and inform activities to strengthen enforcement institutions. • Assess existing monitoring, data and reporting systems used by public institutions responsible for licensing, compliance, surveillance and coastal ecosystem monitoring, including identification of needs for improved digital integration and grievance redress mechanisms. <p>Coordination and Institutional Strengthening</p> <ul style="list-style-type: none"> • Assess existing platforms for cross-sectoral coordination, knowledge exchange and decision-making on sand extraction and coastal resilience, including alignment with GBF objectives and the envisaged regional sand observatory. • Identify legal training and institutional capacity-building needs for policymakers and local authorities on sustainable sand management, biodiversity risks of sand mining, and nature-based coastal protection. <p>Stakeholder Analysis and Engagement</p> <ul style="list-style-type: none"> • Detailed analysis of all project stakeholders (national and local level; governmental, non-governmental, private sector, community, etc.), and identification of stakeholder roles and responsibilities in the implementation of the project. • Secure appointments with all key stakeholders to be interviewed by the consultants and move with them through the process. • Liaise with the relevant government officials to secure their buy-in. <p>Workshop and Logistical Support</p> <ul style="list-style-type: none"> • Must participate in the Project’s Inception workshop. • Organize meetings and workshops in the country by scheduling venues, catering, reporting and taking attendance. • Prepare invitation letters for meeting/workshop participants and distribute them.
Main Deliverable	<ul style="list-style-type: none"> • A Comprehensive Institutional, Policy and Governance Assessment Report, including regulatory gap analysis, fiscal analysis, institutional capacity assessment, stakeholder mapping, and recommendations to strengthen sand governance

	aligned with GBF objectives.
Education	<ul style="list-style-type: none"> • Advanced university degree (Master’s or higher) in Environmental Law, Environmental Policy, Natural Resource Management, Public Administration, Governance, Environmental Economics, or a related field. • A Bachelor’s degree with additional years of relevant professional experience may be considered in lieu of a Master’s degree. • Specialized training in environmental governance, biodiversity conservation, coastal zone management, or extractive sector regulation is an asset.
Professional Experience	<ul style="list-style-type: none"> • Minimum of 7–10 years of progressively responsible experience in environmental governance, institutional assessment, policy and legal reform, or natural resource management. • Demonstrated experience conducting policy, legal, and institutional reviews, including identification of regulatory gaps and enforcement challenges. • Proven experience working with government institutions, regulatory agencies, and multi-sector stakeholders at national and local levels. • Experience supporting GEF, UNDP, or other international donor-funded projects, particularly at the PPG (Project Preparation Grant) stage, is highly desirable. • Experience organizing stakeholder consultations, workshops, and multi-agency coordination meetings.
Technical Experience	<ul style="list-style-type: none"> • Strong knowledge of policy and legal frameworks related to sand mining, coastal zone management, biodiversity conservation, land use planning, EIAs, and water resource management. • Demonstrated expertise in institutional capacity assessments, governance analysis, and evaluation of enforcement mechanisms. • Experience analyzing fiscal regimes (taxes, royalties, fees) in the extractive sector and assessing economic incentives or subsidies. • Familiarity with monitoring, compliance, reporting systems, and digital governance tools in environmental management. • Experience conducting stakeholder mapping and institutional role analysis across governmental, private sector, and community actors.

	<ul style="list-style-type: none"> Understanding of the Global Biodiversity Framework (GBF) and regional environmental governance mechanisms is an asset.
Competencies	<ul style="list-style-type: none"> Strong analytical and research skills with the ability to synthesize complex legal and institutional information. Excellent report writing and presentation skills. Strong facilitation and stakeholder engagement skills. Demonstrated ability to work independently and deliver high-quality outputs within tight timelines. Strong coordination and communication skills, including engagement with senior government officials. High level of integrity, professionalism, and organizational skills.



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Objective of the Assignment

The National Consultant – Stakeholder, Gender and Social Inclusion Expert will be responsible for social, gender, livelihood and stakeholder engagement activities under the Project Preparation Grant (PPG) phase.

Type	Task to Accomplish
Scope of Work	A. Community Consultations and Socio-Economic Assessment <ul style="list-style-type: none"> Conduct consultations with coastal communities, local

authorities and regulators to assess extraction practices, enforcement challenges, livelihood dependence and ecosystem degradation.

- Evaluate aspects of socio-economic conditions and livelihood dependence on sand extraction, that have greater impact on women.
- Conduct a detailed socio-economic analysis in target coastal regions to identify poverty drivers and livelihood vulnerability associated with the sand value chain.
- Collect gender disaggregated data on participation in sand mining, coastal livelihoods, biodiversity-friendly livelihoods, decision-making and vulnerability to erosion. This involves conducting surveys, interviews, and focus group discussions with women, men, and marginalized groups to understand their roles, challenges, and opportunities in resource management and livelihoods.

Livelihood Alternatives and Vulnerability Analysis

- Research and identify possible livelihood alternatives for sand-dependent communities.
- Analyze women's participation in the sand value chain and alternative livelihoods, identifying barriers and opportunities.
- Analyze how the project's activities may have differentiated impacts on women and men. Identify gender-specific risks and opportunities for equitable participation.

Stakeholder Mapping and Inclusive Engagement

- Participate in the Project's Inception workshop.
- Identify and map key civil society stakeholders and community groups in the sand value chain for inclusive project engagement, including women's groups, youth groups and indigenous or local communities.
- Develop an inclusive consultation and engagement strategy using culturally appropriate methods.
- Establish transparent feedback, reporting and grievance mechanisms accessible to all stakeholder groups.

Capacity Building and Policy Review

- Identify training and institutional capacity-building needs for policymakers, regulators, communities and local authorities on gender impacts of sand management, biodiversity risks and coastal erosion.
- Review national gender-related policies covering land rights, coastal governance, mining regulations and biodiversity frameworks.

Public Awareness and Education

- Identify areas in which (including activities, timing, responsibilities, and costs) the project can develop a public education and awareness programme on sand mining and

	<p>coastal resilience issues, focused on coastal communities.</p> <p>Gender Mainstreaming and Action Planning</p> <ul style="list-style-type: none"> • Prepare a full Gender Action Plan with targeted strategies, indicators and institutional responsibilities. • Create a strategy for mainstreaming Gender Equality and women’s empowerment into the project implementation.
Main Deliverable:	<ul style="list-style-type: none"> • A Socio-Economic, Gender and Stakeholder Engagement Report, including a Stakeholder Engagement Strategy, Grievance Mechanism Framework, and a comprehensive Gender Action Plan with mainstreaming strategy.
Education	<ul style="list-style-type: none"> ➤ Master’s degree in Gender Studies, Sociology, Social Development, Human Rights, International Development, Public Policy or related field. ➤ Bachelor’s degree with substantial relevant experience may be accepted. ➤ Training/certification in gender equality, social inclusion or human rights is an asset.
Professional Experience	<ul style="list-style-type: none"> ➤ 7–10 years’ experience in gender analysis, gender mainstreaming and social inclusion of marginalized/vulnerable groups. ➤ Proven experience in stakeholder mapping, engagement and facilitation across government, civil society, communities and development partners. ➤ Experience designing/implementing GESI strategies, action plans or safeguards in development projects. ➤ Experience in qualitative research (KIIs, FGDs, participatory assessments) and using findings in project design and M&E. ➤ Experience supporting national/sub-national policy, capacity-building or advocacy on gender and social inclusion. ➤ Work with UN/international organizations and experience in the relevant sector of the assignment are assets.
Specific Technical Expertise Required	<ul style="list-style-type: none"> ➤ Gender- and socially inclusive project cycle management (design, implementation, M&E) with GESI indicators. ➤ Gender and social inclusion analysis (power, vulnerability, intersectionality, participation barriers). ➤ Use of tools: GESI assessments, stakeholder mapping, social impact assessments, Gender and Social Inclusion Plans, grievance mechanisms. ➤ Knowledge of national gender/inclusion laws and policies and key international standards (e.g., CEDAW, CRPD, SDGs). ➤ Experience integrating GESI into capacity development, communication and institutional policies. ➤ Strong analytical and report-writing skills.
Competencies	<ul style="list-style-type: none"> ➤ Strong commitment to gender equality, human rights and social justice; culturally sensitive.

	<ul style="list-style-type: none">➤ Excellent facilitation, communication and negotiation skills with diverse stakeholders.➤ Ability to work independently, manage multiple tasks and meet tight deadlines.➤ Strong presentation and training skills; able to translate GESI concepts into practical tools.➤ High integrity, professionalism and respect for confidentiality.➤ Fluency in [national language] and good working
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