



Consultancy to undertake the Appraisal and Capacity Building of AWF Staff on Rights Based Conservation

A: BACKGROUND OF THE AFRICAN WILDLIFE FOUNDATION (AWF)

AWF is the oldest international conservation organization focused solely on Africa. Since 1961, AWF has recognized that Africa's wildlife resources and ecosystems are critical to the future prosperity of Africa and its people. Some key facts about AWF:

- With a geographic focus on the continent of Africa, AWF works with Africans at the local, regional and national levels to conserve the continent's tremendous natural resources.
- We believe that development is good for Africa, as long as it is sustainable and balanced with biodiversity conservation.
- We focus on key African species, including elephants, rhinos, lions and other large carnivores, mountain gorillas and Africa's other great apes.
- AWF is headquartered in Nairobi, Kenya, with offices throughout Africa and in Europe and North America.

For long-lasting impact, conservation in Africa must be done at a large landscape level, together with relevant partners in the public, private and NGO sectors at local, national and regional levels. Conservation must also consider the needs of not simply the wildlife living in the area but also the well-being of people. To that end:

- AWF targets large areas of land that extend beyond single parks, even national boundaries.
- We implement a variety of conservation initiatives, all of which are centered around three specific areas: land, wildlife and people (including education and enterprise).
- AWF incorporates climate change adaptation and mitigation efforts into many of our projects.
- Because conservation does not always take effect without political will, we also work with governmental partners and regional bodies to effect policy change.

Conservation cannot be achieved singlehandedly. AWF therefore works with partners and stakeholders at all levels - including local communities, other NGOs, local and national governments, and international organizations - to plan, implement and achieve conservation goals.

B: INTRODUCTION

Rights-based conservation integrates human rights norms, standards and principles into conservation policy, design, planning, implementation and outcomes evaluation to ensure that conservation practice respects and promote human rights in all cases and supports further fulfillment where possible. Given the direct and indirect dependencies between people and nature, the central role of people in AWF's organizational strategy and the role that AWF has as a duty bearer to rights holders affected by our work, this AWF has developed a policy, which is a formal statement of the African Wildlife Foundation's commitment to respect, protect and promote Human Rights at all times irrespective of ethnic group, gender, race, sexual orientation, age, or class by adopting a rights-based conservation approach.

AWF's rights-based conservation standard is a hierarchical compliance standard composed of principles, criteria and indicators serving the purpose of internal accountability. The principles that elaborate the meaning of the policy and thus provide reasoning for action are adopted from the “Gold Standard” principles for best practice for recognizing and respecting Indigenous Peoples’ and Local Communities’ land and resource rights in landscape restoration, management, conservation, climate action, and development projects and programs” such as proposed in draft 7/1/2019 by the Indigenous Peoples Major Group (IPMG) for Sustainable Development and the Rights and Resources Initiative (RRI). The criteria lay out the conditions that need to be met by AWF operations in order to comply with the principles. The criteria were developed by AWF reflecting AWF’s operational interpretation of the principles. AWF also developed indicators for each criterion that describe measurable states that allow to evaluate internal compliance with the rule and conditions set forth by the criteria.

In light of this, the AWF seeks a consulting agency or consultant to develop an organizational capacity needs assessment and training programme for the human rights-based approach (HRBA) to conservation. Through this capacity building process, AWF aims to enable staff to fulfil their roles in upholding the Policy and Standard by providing ideas, experiential learning exercises and skills that help staff systematically unpack the concept of human rights-based conservation and related implementation processes for different groups of people and/or stakeholders in a range of context and countries where AWF has a footprint.

This Terms of Reference (ToR) outlines the requirements for a consultancy firm or a consultant to develop and carry out an organizational training needs for HRBA to Conservation and accompanying training schedule based on the identified needs and accompanying training modules which would meet the needs as described in this call.

C: DELIVERABLES AND TIMELINE:

This work is expected to be completed within 03 months from the time of signing contract. Overall, the consulting firm or consultant will be expected to perform the following specific deliverables, but not limited to:

- i. Assess and develop a comprehensive report on AWF’s human rights-based approach to conservation training needs with accompanying manual with modules which would internally be used to build capacity in understanding and implementing HRBA to conservation within the AWF context;
- ii. Develop or provide advise on how AWF will monitor the application of the HRBA to conservation aspect including by AWF key stakeholders.
- iii. Facilitate the development of a comprehensive AWF Complaints Reporting and Feedback Mechanism (CRFM) including the Free Prior Informed Consent (FPIC) process systemization and training.
- iv. Pilot test the use of the CRFM and the FPIC process within AWF system including the engagement of key AWF stakeholder groups, with a view to share and exchange experiences and lessons learnt, for the improvement of the skills gained during capacity building.

Specifically, the consultant will lead the following sub-assignments of the consultancy;

1. Mainstreaming HRBA including the social aspects into Conservation

- Review and update Governance framework to support AWF’s work and setting-up of HRBA to conservation through interaction with thematic teams

- Review the program design and development processes at AWF to ensure meaningful inclusion of the needs to indigenous/ marginalized communities and vulnerable groups while developing new proposals for project implementation.
- Review and report on the integration of social issues in all stages of project/program management cycle at AWF.
- Work with the PD focal point person to set-up a system that will ensure that HRBA to conservation are incorporated in grant agreements and to carry out regular monitoring.
- Undertake social mapping of AWF landscapes and provide technical input in design of HRBA to conservation training needs as an intervention based on identified needs.
- Provide a technical framework in the development or formulation of AWF policies and guidelines to ensure social safeguards are well integrated.
- Train the focal point for AWF CRFM to ensure that the CRFM is effectively functioning in coordination with the AWF teams at HQ and across all landscapes.

2. Capacity Building:

- Conduct an organizational capacity needs assessment in respect to the HRBA to conservation within the realms of the AWF in social policies such as HRBA, free prior information consent (FPIC) and gender equality and social inclusion (GESI)
- Analyze capacity gaps within AWF and key stakeholders in regard to Conservation and Social Safeguards
- Based on the identified needs, build capacity of AWF staff with emphasis on the landscape staff and relevant stakeholders on issues related to Social Safeguards, HRBA, GESI, FPIC integration of social policies and good governance while delivering conservation programs with indigenous people and local communities.
- Develop capacity building/training materials based on AWF's varied social policies, including but not limited to HRBA, FPIC, GESI, etc. For the organization, key stakeholders and other target groups based on the gap analysis findings.

3. Free Prior Informed Consent (FPIC)

- Capacity build the focal point persons on how to conduct periodic assessments to identify indigenous and local communities in AWF project areas in coordination with program units
- Support the focal point persons on how to engage meaningfully with concerned indigenous people and local communities in project areas and create a process document contributing to the FPIC process
- Capacity build the focal point persons to conduct assessment and evaluation of various options and identify appropriate mitigation measures.
- Facilitate leadership development of the focal point person to support FPIC processes prior to annual project planning by program units.

4. Monitoring & Communication of Safeguards Compliance and Reporting

- Capacity build the focal point persons to be able to review all AWF landscape conservation and social safeguards mitigation plans and monitoring reports submitted by the landscapes.
- Capacity build the focal point persons to be able to monitor safeguards compliance in close coordination with the MEL team at AWF in a timely manner
- Capacity build the focal point persons within communications team to be able to communicate project/programs safeguards issues to landscapes, Country Directors and the Senior Management Team.

- Capacity build the focal point persons to be able to provide clear and transparent project related information to indigenous people and local communities, their affiliated organizations, sub-grantees and other key stakeholders.

5. Assessment of conservation interventions

- Capacity build the focal point persons to be able to analyze the outcome and impact levels of any AWF program intervention and ensure feedback is incorporated into the project/ program management cycle.
- Capacity build the focal point persons to be able to support landscape programs in conducting GESI analysis at community levels (right holder) and institutional level (duty bearer).
- Capacity build the focal point persons to be able to support landscape programs in assessing knowledge and skill gap of stakeholders, especially sub-grantees at the community level with regards to conservation and social safeguards.

6. Networking

- Work with communications team to ensure there is a system that will facilitate regular communication with the focal points of other conservation agencies within AWF Network and Governance custodian in aspect of inclusive conservation
- Support the setup of a system that will provide updates on relevant standards in relation to social policies that will ensure all AWF programs are in strict adherence.

7. Publications & Learning Documentation

- Capacity build the focal point persons to be able to provide content and landscape-specific information to the Communications unit for publications regarding AWF interventions and strategies with a focus on case studies and lessons learned (successes and failures)
- Capacity build the focal point persons to be able to provide content to communications team in developing HRBA and FPIC knowledge-based products and documents as per organizational requirements.

These terms of reference cover the main assignment deliverables and conveys the spirit of the sort of tasks that are anticipated proactively from the consultant.

D: MINIMUM WORK REQUIREMENTS:

Qualifications: At least a master degree in Social Work, Sociology, Conservation Economics, Natural Resource Economics, Anthropology, Applied Social Science, Environment Science or other related discipline.

Experience: The candidate must have a minimum of 6 years of hands-on experience in HRBA to conservation or environmental/ conservation safeguard related work. The individual should have sound knowledge of social safeguards, social policies, indigenous people/ local community related issues, gender and social inclusion, livelihood, conservation policies and current development issues in Africa. Experience of working with field-based conservation and development initiatives, diverse community groups in various altitudinal gradients in Africa is desirable.

Skills and Abilities

The consultancy firm may be made up of more than one consultant to ensure a great fit for each of the components required to deliver this assignment with high quality. However, the lead consultant must meet the following minimum requirements;

- Excellent English language skills. Working knowledge of French language will be an added advantage
- Excellent cross-cultural and people skills and ability to interact with local communities, indigenous people, government officials, Community Based Organizations and NGO staff
- Adaptive Management Skills
- Strong communication, coordination and facilitation skills.
- Strong negotiation, brokering and analytical skills.
- Ability to work in a multidisciplinary and multicultural team.

The winner of the assignment will work very collaboratively with the AWF focal point person, with guidance from the Vice President for Conservation Strategy, Learning and Impact.

Submission

To be considered, a proposal – technical and financial - in one PDF format document **MUST** be received **by 5PM on May 14, 2021**. Proposals should be emailed to AWF procurement at procurement@awf.org with a copy to CFacheux@awf.org.

AWF reserves the right, where it may serve the organization's best interest, to request additional information or clarifications from proposers, or to allow corrections of errors or omissions.