REQUEST FOR EXPRESSIONS OF INTEREST

AFRICAN DEVELOPMENT BANK
Immeuble CCIA, Abidjan, Côte d'Ivoire
African Natural Resources Centre

E-mail: P.ADERIBIGBE@AFDB.ORG  Telephone: +225 20 26 57 18

Department issuing the request: AFRICAN NATURAL RESOURCES CENTRE (ANRC)
Place of assignment: Home based
Duration of the assignment: 3 Months
Tentative Date of commencement: September 2020
Deadline for applications: September 12, 2020
Applications to be submitted to: Promise Bolutife Aderibigbe (P.ADERIBIGBE@AFDB.ORG)

Any questions and requests for clarifications may be sent to:

PROMISE ADERIBIGBE BOLUTIFE (P.ADERIBIGBE@AFDB.ORG)
SALIMATA SOUMARE (S.SOUMARE@AFDB.ORG)

1. INTRODUCTION

The African Natural Resources Centre (ANRC) is an entity of the African Development Bank (AfDB) established to support Regional Member Countries (RMCs) maximize development outcomes derived from their natural resources. The Centre’s scope covers renewable (water, forestry, land and fisheries) and non-renewable resources (oil, gas and minerals).

The ANRC’s desired outcomes are better stewardship of African natural resources through good governance, containment of adverse social and environmental impacts, enhancement of linkages with domestic economies and equitable resources access. To achieve this, the Centre advises the Bank’s RMCs on selected aspects of natural resource management, to enable them to extract greater social and economic value from the development of natural assets. The long-term objective of the Centre is to enhance RMCs capacity to improve development outcomes from the sustainable use of renewable and non-renewable resources. This requires deepening knowledge of natural
resource management for RMCs and Bank lending operations through analytics and policy support in order to create an enabling environment for sustainable development.

The ANRC seeks to recruit a consultant for the following assignment: Conduct a regional level mapping for the project entitled: **Inclusive Green Growth to Drive Post-COVID-19 Recovery: Transformative Solutions to Leverage Women’s Participation in Green Jobs after COVID-19 in Africa** aiming at i) identifying opportunities for women’s participation in green jobs in key sectors driving growth and COVID-19 recovery in African economies by conducting regional and country level mappings; and ii) Promoting and advocating for reforms to support women’s participation in green jobs in strategic sectors driving growth and post-COVID-19 recovery in three (3) pilot countries Botswana, South Africa and Tanzania. This activity is part of a broader partnership between the AfDB and UN Women to identify strategies for creating green jobs for women in the natural resources sector post COVID-19.

**II. THE CONSULTANCY:**

Through this activity, the ANRC seeks to consolidate its contribution to the implementation of the African Development Bank Group’s Strategy 2013–2022 which identifies gender equality among areas of special focus. The AfDB recognises the need to reduce gender inequalities by “strengthening women’s legal and property rights, promoting women’s economic empowerment, and enhancing knowledge management and capacity building” on gender equality.

**I. DUTIES AND RESPONSIBILITIES:**

Under the general supervision of the Senior Natural Resource Governance Officer in the ANRC Policy Analysis Division, the Consultant shall carry out a desk review and mapping exercise, adopting a holistic and integrated approach. This will help identify the opportunities and challenges for enhancing women’s economic empowerment to drive inclusive and sustainable growth in a variety of sectors in African economies.

Specifically, the consultant shall:

- Have a kick-off meeting with ANRC and UN Women staff to understand the assignment, clarify expected outcomes and structure the work to be undertaken;
- Work on a joint methodological approach that will ensure: carrying out the desk review, organizing interviews with relevant stakeholders and key informants in target populations to better understand the sectoral impacts of COVID-19 on women, analyzing government and development partner programmes in response to the COVID-19 crisis and long-term development of green growth sectors, review global guidance and best practices from other countries and regional contexts on integrating gender in green growth policies and promoting women’s access to green jobs for a gender-responsive recovery;
- Review the material shared by the ANRC and UN Women to understand the work carried out by the two institutions on the promotion of gender equality in the natural resources sector in Africa;
- Undertake a literature review of documents and research available on women’s participation in green growth sectors in Africa (and elsewhere), as both wage and self-employment, including through the participation of women-led businesses, in order to assess the sectoral impacts of COVID-19 on women’s work and identify opportunities for women’s jobs in green growth sectors in Africa;
  - Prioritize sectors and strategies driving growth in the post COVID-19 recovery, such as climate resilient agriculture, renewable energy, natural resource sectors, ecosystem services related strategies, green urbanization and green reindustrialization processes, etc.;
  - Review bottlenecks to women’s economic participation in those sectors, including: regulatory bottlenecks, such as gender discrimination in laws limiting women’s access and management of natural resources for productive purposes, laws and regulations limiting overall women’s access to
green jobs; as well as other, non-regulatory obstacles for women and women-led business participation in green growth sectors, in view of COVID-19;  
- Ensure the mapping exercise also covers the informal economy, to identify barriers for climate compatible solutions and strategies to support graduation to the formal sector;  
- Produce a policy brief translating the mapping exercise into policy and programmatic recommendations on ways to mitigate the identified challenges in the short term and ensure that the needs of women and girls are considered in long term socio-economic recovery strategies (titled ‘Regional Green Job Opportunities for Women for a post-COVID-19 Recovery’) focusing on what type of green jobs would benefit women in Africa the most, in which sectors and which countries;  
- Undertake a number of consultative meetings with policy makers and government officials at the regional and national levels to present findings, conclusions and recommendations of the research undertaken;  
- Provide support to ANRC and UN Women on the design and implementation of a regional policy advocacy event on green jobs opportunities for women in East and Southern Africa, potentially in the form of a webinar, whereby results would be presented with a view to raising awareness and fundraising for Phase 2;  
- Produce a project document (max. 10 pages) outlining phase 2 of the project, including the strategic approach, selection of countries, implementing arrangements, and detailed logical framework and budget.

III. SELECTION CRITERIA: (including desirable skills, knowledge and experience)

Education:
Advanced University Degree (at a minimum Masters’ degree in Gender Studies, Development Studies, Political Science, Economics, Demography or other related fields).

Work Experience:
1. At least 7 years of work experience in gender and development, sustainable development, natural resources management, climate change, green growth etc.;  
2. Strong experience of working on gender and women’s economic empowerment in natural resources, research, socio-economic work, development policy research  
3. In-depth understanding of gender issues in employment, entrepreneurship and equal opportunities issues in male-oriented industries;  
4. Understanding of the gender context in East and Southern countries is highly desirable and experience working with government institutions and international or non-governmental organizations in the natural resources sector;  
5. Strong communication skills, ability to deliver tasks under tight deadlines and ability to liaise with various stakeholders, including government officials, business representatives, civil society, etc.;  
6. Strong qualitative and quantitative research skills and good report writing skills, policy analysis and strategic management, quality assurance of the final deliverables;  
7. Demonstrated experience of having undertaken similar assignments;  
8. Good analytical and documentation/report writing skills;  
9. Good communication and facilitation skills.

Language:
Excellent proven written and spoken English; working knowledge of French is highly desirable; Strong communication skills.

IV. CONSULTANT SELECTION
The Consultant will be selected in accordance with the African Development Bank’s Implementation Manual relating to the Procedures for Acquisition of Consulting Services funded by the Administrative or
Capital Expenditure Budget of the Bank Group. The candidate shall be evaluated based on the following technical criteria:

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>Marks (%)</th>
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<tbody>
<tr>
<td>General qualifications and adequacy for the proposed assignment</td>
<td>30</td>
</tr>
<tr>
<td>Similar experience in the area of expertise of the assignment as supported by peer reviewed and other publications</td>
<td>50</td>
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<tr>
<td>Experience with the Bank or other international donors</td>
<td>5</td>
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<tr>
<td>Knowledge of the Region (environment of the assignment)</td>
<td>10</td>
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<tr>
<td>Language capacity (Excellent technical writing in English and French is an advantage)</td>
<td>5</td>
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<tr>
<td>TOTAL</td>
<td>100</td>
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Applicants are to submit a cover letter, resume, copies of academic certificates and transcripts, and three samples of written work. Appendix 1 gives a template for submission of CVs. Only the best candidates earning 70% and above will be shortlisted.

V. TIMEFRAME:

The consultant will work remotely on a fulltime basis for a period of three months starting in September 2020.

VI. REMUNERATION

The Consultant will be hired for a period of THREE (3) months and paid a monthly lump sum based on the AfDB Consultants’ remuneration scale and the schedule and conditions to be negotiated with the ANRC. The consultancy will be home based. Where field missions are required, cost of travel and per diem will be covered in line with AfDB rules.

VII. SERVICE CONDITIONS

The African Development Bank conditions for retaining short-term consultants will apply.
Appendix 1:

Please attach an updated Curriculum Vitae on the basis of the template below:

MODEL CURRICULUM VITAE (CV)

Title of the Assignment:
Department:
Surname: First Name:
Birth Date: Nationality:
Address: Country:
Telephone: E-mail:

Are any of your family members (spouse/partner, father/mother, Brother/sister, Son/daughter, etc. employed in the African Development Bank?

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<thead>
<tr>
<th>Name</th>
<th>Relationship</th>
<th>Organisation Unit</th>
<th>Place of Assignment</th>
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Language Level

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<tr>
<th>Language</th>
<th>Read</th>
<th>Written</th>
<th>Spoken</th>
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<tbody>
<tr>
<td>English</td>
<td>Fair</td>
<td>Good</td>
<td>Excellent</td>
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<td>Good</td>
<td>Good</td>
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<td>Excellent</td>
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<tr>
<td>French</td>
<td>Fair</td>
<td>Good</td>
<td>Excellent</td>
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<td></td>
<td>Excellent</td>
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<tr>
<td>Other</td>
<td>Fair</td>
<td>Good</td>
<td>Excellent</td>
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<td>(specify)</td>
<td>Good</td>
<td>Good</td>
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<td></td>
<td>Excellent</td>
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Key Qualifications:

Please provide (i) a summary of your experience and training highlighting the most relevant for the proposed assignment, and (ii) the responsibilities which you exercised. Utilise one half-page maximum.

Education (University Level and above only):

<table>
<thead>
<tr>
<th>Name of University - City - Country</th>
<th>Period</th>
<th>Diploma Obtained</th>
<th>Main Topic / Major</th>
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Professional Training:

<table>
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<tr>
<th>Name of Training Institution- City - Country</th>
<th>Type of Training</th>
<th>Period From</th>
<th>Period To</th>
<th>Certificates or Diploma Obtained</th>
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Employment Record:

Begin with your most recent employment. For each job since your Master’s Degree achievement, please indicate:
- Name of the Employer
- Type of Activity/Business of the Employer
- Title / Function
- Place of Employment
- Brief Description (three lines maximum) of main accomplishments and responsibilities

Reference:
Please indicate the name and address of three persons with no family relationship with yourself, familiar with your character and work.

I hereby certify that the responses which I provided above are all, to the best of my knowledge, true, complete and accurate. I acknowledge that an inaccurate statement or essential omission in a personal declaration or another document required by the African Development Bank might result in the rejection of my application, termination of my Contract or any other administrative sanction by the Bank. The African Development Bank may verify any statements which I made in this application.

Date: ____________

Signature: