



Jeff Wilson / FFI

International Environmental and Social Assessment Consultant, Cabo Verde

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
FFI Vice-president

Terms and Conditions

Start Date	18 July 2022
Duration of Contract	40 days in total [July – September 2022]
Total consultancy fees	EUR 450 per day, for a total of EUR 18,000 (VAT and other local taxes to be deducted)
Expenses Payable	Overnight expenses for 20 days will be allowed at a set rate; Return international flight covered, if based outside Cabo Verde; Domestic flights and local travel will be covered (fixed budget available)
Location	Cabo Verde

Consultancy Description

Consultancy Title: International Environmental and Social Assessment Consultant, Cabo Verde

Reporting to: Programme Manager, Eastern Atlantic Islands

Working with: Programme Development Manager, Eurasia
Programme Officer, Eastern Atlantic Islands
In-country Environmental and Social Assessment Consultant
Legal Consultant
In-country NGOs, government and communities

Tasks: Complete a comprehensive, rigorous and precise Environmental and Social Assessment for the development of a proposed Blue Action Fund project in Cabo Verde.

Background

Overall objective

Complete a comprehensive, rigorous and precise Environmental and Social (E&S) Assessment (E&S Assessment) for the development of a proposed Blue Action Fund (BAF) project in Cabo Verde.

Specific objectives

1. Carry out a stakeholder mapping and analysis to identify the various interested parties and project-affected peoples, as well as potential risks and impacts on different groups, including vulnerable and disadvantaged groups. Specifically:
 - a. Identify environmental & social risks and impacts and recommendations for their mitigations, following BAF principles and requirements;
 - b. Capture likely impacts of the proposed BAF project and the ability of stakeholders to engage with it;
 - c. Identify/validate vulnerable and disadvantaged groups;
 - d. Validate whether local communities meet indigenous peoples' international or national definition;
 - e. Clarify the groups involved in and impacted by enforcement activities;
 - f. Develop an appropriate sampling strategy to allow the development of provisional Social Safeguard Plans, and to pilot a representative sample of proposed sites & affected communities during the E&S assessment. Selection of sites and stakeholders will be based on information collected by the In-Country Consultant and Legal Consultant, with whom the post-holder will work closely, informed by own background knowledge, in-country NGO partners, regional government representatives, existing MPA management plans, and guided by BAF requirements and the long-term project development objectives.
2. Develop appropriate forms of presenting project information to different stakeholder groups in the Informed Consultation and Participation (ICP) processes. This may include visual tools such as maps, photos, illustrations, as well as a project summary. Identify suitable and preferred forms of ICP through, for example, existing community forums, meetings targeting specific groups and their representative organisations, or one-to-one meetings (suitable for consulting certain stakeholders such as government actors). Define effective means and channels to effectively involve vulnerable and disadvantaged groups in ICP processes, recommend a suitable strategy to conduct ICP prior to project start and during project inception, accounting for the scale of the project sites, and agree appropriate and acceptable means to document ICP.
3. Carry out a risk assessment and develop a risk register to guide inclusion of specific mitigation activities in final proposal development, informed by all project-relevant Social Safeguard Principles. This should include:
 - a. Consultations to scope and align with legal requirements, practical experience and implementation challenges with regards to safeguards in MPA creation and management in Cabo Verde, identifying opportunities for embedding social safeguards in MPA planning and management, as appropriate;
 - b. Assessment, and drafting of mitigation measures, of hazards and risks to project workers, communities and consultants, specifically children's engagement in activities, and of enforcement activities, including issues related to human rights, and development of their mitigation measures.

4. Carry out Community mapping and Resource use mapping to validate preliminary Stakeholder list and assess coastal and marine resource dependence in target communities, including links and dependencies between marine and terrestrial-based activities. This should include identification of most likely and most severe impacts of planned access restrictions, vulnerable and disadvantaged groups.
5. Review the potential livelihood interventions already identified, and consult with affected groups on the suitability of such interventions to mitigate avoidable impacts. Identification of sustainable / additional livelihood interventions where relevant. Assess presence of sites of cultural heritage, as well as intangible heritage related to fishing and associated practices.
6. Identify potential risks and impacts of enforcement activities, based on past and current experience of enforcement authorities and community perceptions and attitudes, including any issues related to human rights violations and conflicts. Develop appropriate measures to ensure that any project-supported activities do not result in human rights violations, for example through appropriate training and capacity building of government and/or community rangers where applicable.
7. Confirm the global biodiversity significance of the proposed sites drawing on available information and consultation with in-country NGO partners.
8. Carry out further focus groups and stakeholder consultations where needed to validate information where necessary and appropriate. Specifically, stakeholders should be consulted to validate the potential benefits and beneficiaries of proposed project activities in ways that avoid raising expectations. Consultations should also aim to understand customary and other local conflict resolution mechanisms to understand the extent to which these would be suitable to resolve grievances resulting from proposed project activities, and consultations with MPA authorities and in-country NGO partners to understand existing grievance procedures in place.
9. Based on above, prepare a first draft of a preliminary Stakeholder Engagement Plan, Process Framework and Environmental and Social Management Plan, including a first draft of a Health & Safety plan and a Grievance Mechanism.
10. Compile a list of all sources of information used and generated during the E&S Assessment process to establish the baseline conditions (creating a folder of resources), ensuring the citation of sources of information gathered when completing other sections of the E&S Assessment template.

Deliverables

- Inception meeting/workshop with the national consultants, FFI and in-country NGO partners to harmonise the objectives and scope of the Environmental and Social Assessment, establish how the team of consultants will work together and develop the sampling strategy for data collection and stakeholder consultations.
- Inception report for this consultancy, following the inception meeting/workshop, which should include a workplan and methodological approach to address the specific objectives above, and a proposed structure of the final report with the key headings and sub-headings.
- Final report, containing the results of the assessment conducted, in the format of drafts of the preliminary project safeguards instruments, including the Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Grievance Mechanism (GRM) and Process Framework (PF).

All outputs should be provided in digital format.

Assessment criteria

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Skills	<ul style="list-style-type: none"> • Fluent spoken and written English • Fluent spoken/written Portuguese desirable; ability/experience to work with an interpreter • Excellent written and oral communication skills, with a range of project team members and in international donor liaison • Excellent work-planning and time management skills
Knowledge and experience	<ul style="list-style-type: none"> • Experience completing rigorous environmental and social impact assessments to a high standard • Understanding of the importance and role of E&S Assessments/ESIAs in the preparation and implementation of marine conservation projects • Knowledge of/experience with World Bank Environmental and Social Standards (WB ESS), on which the deliverables should be based • Experience in consulting and working with a wide range of stakeholders including local community groups, authorities of diverse levels • Experience of planning and conducting meetings and workshops, and using different methods of rapid assessment • Awareness of, and respect for, cultural sensitivities and traditions • Project implementation experience, preferably in a marine conservation/resource management sector • Previous work experience in Cabo Verde desirable
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates rigour, diligence and attention to detail in approach to work • Self-motivated, highly organised, output driven and able to work under own initiative • Flexible and adaptable in uncertain and changeable work situations, with capacity to deal with challenges in a patient, creative, positive and constructive manner • Able to build and maintain positive personal and organisational relationships • Able to work effectively and diplomatically in a geographically dispersed and international team • Culturally sensitive approach

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| | <ul style="list-style-type: none">• Appropriate approach with government authorities• Ability to work in sometimes uncomfortable physical working conditions |
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How to Apply

Application in the form of a CV and cover letter should be sent electronically to eurasia@fauna-flora.org

Please mark your application '**International Environmental & Social Assessment, Consultant**'.

The closing date for applications is **Sunday, 7 August 2022**.