



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

### Project Summary

<b>Project title:</b> “Mainstreaming Biodiversity in Productive Sectors: Responsible Sand Value Chain for Coastal Resilience in West Africa”
<b>Project number:</b> GEFID: 12029
<b>Project executing partner:</b> Environmental Protection Agency of Liberia; National Environmental Agency of Gambia; UNEP –Industry and Economy Division
<b>PPG implementation period:</b> December 2025 – August 2026
<b>Consultancy Type &amp; Title:</b> National Consultant – Institutional Expert
<b>Consultancy Duration:</b> 10 Weeks
<b>Duty Station:</b> Liberia
<b>Report to:</b> The Executive Director of EPA
<b>Application to:</b> 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: <a href="mailto:ptdoe@epa.gov.lr">ptdoe@epa.gov.lr</a>
<b>Deadline for Application:</b> March 19, 2026 at 5pm Liberian Time, Female candidates are encouraged to apply. <b>Only short-listed candidates whose applications correspond to the criteria will be contacted for an interview.</b>

### 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).

<b>Type</b>	<b>Major Task</b>
Scope of Work	<p><b>Policy and Legal Framework Review</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Conduct a comparative analysis of the fiscal regime for sand mining (royalties, taxes, fees) versus alternative materials to identify economic subsidies and incentives.</li> </ul> <p><b>Institutional Capacity and Governance Assessment</b></p> <ul style="list-style-type: none"> <li>• Analyze the technical and legal capacity across institutions involved in sand licensing, monitoring, biodiversity protection, and coastal resilience.</li> <li>• 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.</li> <li>• Evaluate the effectiveness of existing enforcement mechanisms to understand current limitations in applying the law and inform activities to strengthen enforcement institutions.</li> <li>• Assess existing monitoring, data and reporting systems used by public institutions responsible for licensing, compliance, surveillance and coastal</li> </ul>

	<p>ecosystem monitoring, including identification of needs for improved digital integration and grievance redress mechanisms.</p> <p><b>Coordination and Institutional Strengthening</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul> <p><b>Stakeholder Analysis and Engagement</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Secure appointments with all key stakeholders to be interviewed by the consultants and move with them through the process.</li> <li>• Liaise with the relevant government officials to secure their buy-in.</li> </ul> <p><b>Workshop and Logistical Support</b></p> <ul style="list-style-type: none"> <li>• Must participate in the Project’s Inception workshop.</li> <li>• Organize meetings and workshops in the country by scheduling venues, catering, reporting and taking attendance.</li> <li>• Prepare invitation letters for meeting/workshop participants and distribute them.</li> </ul>
<b>Main Deliverable</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Advanced university degree (Master’s or higher) in Environmental Law, Environmental Policy, Natural Resource Management, Public Administration, Governance, Environmental Economics, or a related field.</li> <li>• A Bachelor’s degree with additional years of relevant professional experience may be considered in lieu of a Master’s degree.</li> </ul>

	<ul style="list-style-type: none"> <li>Specialized training in environmental governance, biodiversity conservation, coastal zone management, or extractive sector regulation is an asset.</li> </ul>
<b>Professional Experience</b>	<ul style="list-style-type: none"> <li>Minimum of 7–10 years of progressively responsible experience in environmental governance, institutional assessment, policy and legal reform, or natural resource management.</li> <li>Demonstrated experience conducting policy, legal, and institutional reviews, including identification of regulatory gaps and enforcement challenges.</li> <li>Proven experience working with government institutions, regulatory agencies, and multi-sector stakeholders at national and local levels.</li> <li>Experience supporting GEF, UNDP, or other international donor-funded projects, particularly at the PPG (Project Preparation Grant) stage, is highly desirable.</li> <li>Experience organizing stakeholder consultations, workshops, and multi-agency coordination meetings.</li> </ul>
<b>Technical Experience</b>	<ul style="list-style-type: none"> <li>Strong knowledge of policy and legal frameworks related to sand mining, coastal zone management, biodiversity conservation, land use planning, EIAs, and water resource management.</li> <li>Demonstrated expertise in institutional capacity assessments, governance analysis, and evaluation of enforcement mechanisms.</li> <li>Experience analyzing fiscal regimes (taxes, royalties, fees) in the extractive sector and assessing economic incentives or subsidies.</li> <li>Familiarity with monitoring, compliance, reporting systems, and digital governance tools in environmental management.</li> <li>Experience conducting stakeholder mapping and institutional role analysis across governmental, private sector, and community actors.</li> <li>Understanding of the Global Biodiversity Framework (GBF) and regional environmental governance mechanisms is an asset.</li> </ul>
<b>Competencies</b>	<ul style="list-style-type: none"> <li>Strong analytical and research skills with the ability to synthesize complex legal and institutional information.</li> <li>Excellent report writing and presentation skills.</li> <li>Strong facilitation and stakeholder engagement skills.</li> <li>Demonstrated ability to work independently and deliver high-quality outputs within tight timelines.</li> <li>Strong coordination and communication skills,</li> </ul>

	<p>including engagement with senior government officials.</p> <ul style="list-style-type: none"><li>• High level of integrity, professionalism, and organizational skills.</li></ul>
--	--