



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

### Project Summary

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| <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 – Stakeholder, Gender and Social Inclusion 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 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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| <b>Scope of Work</b> | <p><b>A. Community Consultations and Socio-Economic Assessment</b></p> <ul style="list-style-type: none"> <li>• Conduct consultations with coastal communities, local authorities and regulators to assess extraction practices, enforcement challenges, livelihood dependence and ecosystem degradation.</li> <li>• Evaluate aspects of socio-economic conditions and livelihood dependence on sand extraction, that have greater impact on women.</li> <li>• Conduct a detailed socio-economic analysis in target coastal regions to identify poverty drivers and livelihood vulnerability associated with the sand value chain.</li> <li>• 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.</li> </ul> <p><b>Livelihood Alternatives and Vulnerability Analysis</b></p> <ul style="list-style-type: none"> <li>• Research and identify possible livelihood alternatives for sand-dependent communities.</li> <li>• Analyze women’s participation in the sand value chain and alternative livelihoods, identifying barriers and opportunities.</li> <li>• Analyze how the project’s activities may have differentiated impacts on women and men. Identify gender-specific risks and opportunities for equitable participation.</li> </ul> <p><b>Stakeholder Mapping and Inclusive Engagement</b></p> <ul style="list-style-type: none"> <li>• Participate in the Project’s Inception workshop.</li> <li>• 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</li> </ul> |

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|                                | <p>indigenous or local communities.</p> <ul style="list-style-type: none"> <li>• Develop an inclusive consultation and engagement strategy using culturally appropriate methods.</li> <li>• Establish transparent feedback, reporting and grievance mechanisms accessible to all stakeholder groups.</li> </ul> <p><b>Capacity Building and Policy Review</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Review national gender-related policies covering land rights, coastal governance, mining regulations and biodiversity frameworks.</li> </ul> <p><b>Public Awareness and Education</b></p> <ul style="list-style-type: none"> <li>• Identify areas in which (including activities, timing, responsibilities, and costs) the project can develop a public education and awareness programme on sand mining and coastal resilience issues, focused on coastal communities.</li> </ul> <p><b>Gender Mainstreaming and Action Planning</b></p> <ul style="list-style-type: none"> <li>• Prepare a full Gender Action Plan with targeted strategies, indicators and institutional responsibilities.</li> <li>• Create a strategy for mainstreaming Gender Equality and women's empowerment into the project implementation.</li> </ul> |
| <b>Main Deliverable:</b>       | <ul style="list-style-type: none"> <li>• 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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Education</b>               | <ul style="list-style-type: none"> <li>➤ Master's degree in Gender Studies, Sociology, Social Development, Human Rights, International Development, Public Policy or related field.</li> <li>➤ Bachelor's degree with substantial relevant experience may be accepted.</li> <li>➤ Training/certification in gender equality, social inclusion or human rights is an asset.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Professional Experience</b> | <ul style="list-style-type: none"> <li>➤ 7–10 years' experience in gender analysis, gender mainstreaming and social inclusion of marginalized/vulnerable groups.</li> <li>➤ Proven experience in stakeholder mapping, engagement and facilitation across government, civil society, communities and development partners.</li> <li>➤ Experience designing/implementing GESI strategies, action plans or safeguards in development projects.</li> <li>➤ Experience in qualitative research (KIIs, FGDs, participatory assessments) and using findings in project design and M&amp;E.</li> <li>➤ Experience supporting national/sub-national policy, capacity-building or advocacy on gender and social inclusion.</li> <li>➤ Work with UN/international organizations and experience in</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|                                              | the relevant sector of the assignment are assets.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Specific Technical Expertise Required</b> | <ul style="list-style-type: none"> <li>➤ Gender- and socially inclusive project cycle management (design, implementation, M&amp;E) with GESI indicators.</li> <li>➤ Gender and social inclusion analysis (power, vulnerability, intersectionality, participation barriers).</li> <li>➤ Use of tools: GESI assessments, stakeholder mapping, social impact assessments, Gender and Social Inclusion Plans, grievance mechanisms.</li> <li>➤ Knowledge of national gender/inclusion laws and policies and key international standards (e.g., CEDAW, CRPD, SDGs).</li> <li>➤ Experience integrating GESI into capacity development, communication and institutional policies.</li> <li>➤ Strong analytical and report-writing skills.</li> </ul> |
| <b>Competencies</b>                          | <ul style="list-style-type: none"> <li>➤ Strong commitment to gender equality, human rights and social justice; culturally sensitive.</li> <li>➤ Excellent facilitation, communication and negotiation skills with diverse stakeholders.</li> <li>➤ Ability to work independently, manage multiple tasks and meet tight deadlines.</li> <li>➤ Strong presentation and training skills; able to translate GESI concepts into practical tools.</li> <li>➤ High integrity, professionalism and respect for confidentiality.</li> <li>➤ Fluency in [national language] and good working</li> </ul>                                                                                                                                                |