



REPUBLIC OF ZAMBIA
MINISTRY OF GREEN ECONOMY AND ENVIRONMENT

REQUEST FOR EXPRESSION OF INTEREST (INDIVIDUAL CONSULTANT)

Assignment Title: NATIONAL GENDER AND ENVIRONMENTAL SOCIAL SAFEGUARDS CONSULTANT FOR THE ECOSYSTEM BASED ADAPTATION PROJECT

Project Name: ECOSYSTEM BASED ADAPTATION PROJECT

Reference: ZM-MGEE-EBA-INDV_002

1.0 PROJECT BACKGROUND

The Ministry of Green Economy and Environment (MGEE) through its Department for Green Economy and Climate is implementing the GEF funded "Building the resilience of local communities in Zambia through the introduction of Ecosystem-based Adaptation (EbA) into priority ecosystems, including wetlands and forests" Project. The overarching goal is to reduce the vulnerability of communities living around wetlands and forests in Zambia to current and predicted effects of climate change, such as drought and flooding. The objective of the project is to strengthen the capacity of government and rural communities living around wetlands and forests to adapt to climate change using EbA.

The project implementation commenced in 2021 with a grant of US\$ 6,185,000, and had the Mid Term Review (MTR) conducted in 2025. The MTR recommended for urgent review and integration of EbA approaches on planned policies and plans as well as adoption of policies, plans and Acts that were integrated with EbA approaches and validation of policy briefs developed.

2.0 OBJECTIVE OF THE ASSIGNMENT

The objective of the consultancy is to ensure that reducing gender-based barriers and improving opportunities for women are considered when EbA is integrated into wetlands management, fisheries management and district development plans relevant to the Lukanga and Bangweulu wetland systems. And also undertake an ESIA at each of the project's intervention sites (Lukanga Swamps and Bangweulu Wetlands) based on recommendations in the project's ESERN. The UN Environment Environmental, Social and Economic Review Note (ESERN) screening tool reflects the positive environment and social impacts of the project.

3.0 SPECIFIC TASKS AND RESPONSIBILITIES

The Gender and Environmental Social Safeguards expert will provide guidance and advice on the following:

- a) Develop a Gender Action Plan and ensure the Grievance Redress Mechanism is validated to enable women and men participate in and benefit from the project equitably.
- b) Undertake an ESIA at each of the project's intervention sites (Lukanga Swamps and Bangweulu Wetlands) based on recommendations in the project's ESERN.
- c) Analysis and recommendations synthesis to compile findings into a Gender and Social Safeguards Analysis Annex to the main policy review report. The annex should clearly outline Gender and social inclusion gaps in each policy/act, specific social and environmental risks, and concrete, actionable recommendations.

4.0 QUALIFICATION CRITERIA

To qualify for issuance of the Request for Technical Proposal, consulting individual should have the following minimum qualifications:

- I. At least a Master's degree in Gender, Natural Resource Management, International Development, Environmental, Biodiversity Conservation, Rural Development, Climate
- II. A minimum of 5-7 years of experience working on safeguards work and Gender or related fields working with local communities including socially marginalized groupings, socioeconomic analysis, or environment and social management plans;
- III. Demonstrate previous experience working with communities on social safeguarding participatory conservation approaches including gender equality is an advantage.
- IV. Demonstrate expertise in the development and quality assurance of safeguards instruments (e.g. ESIs, ESMPs, ESMFs, IPPs, GRMs, RAPs).
- V. Excellent skills related to stakeholder engagement; training and capacity building skills related to environmental and social safeguards and Gender;
- VI. Demonstrate technical knowledge on various Safeguards related laws, policies and processes particularly on Land Acquisition, Rehabilitation and Resettlement Processes, Zambia Environmental Laws, the Zambia Environmental Management Agency (ZEMA) Environmental Impact Assessment (EIA) System and UN Policies.
- VII. Familiar with national climate change dynamics
- VIII. Proven experience in multi-sectoral programming and responses.
- IX. Demonstrate knowledge of specific gender issues in rural development and sensitivity to local culture and traditions.
- X. Excellent knowledge of the English language and proficient written and oral communication skills.

The consultant will be selected in accordance with the Individual Consultant Selection Method (INDV) set out in the Public Procurement Act No.8 of 2020 and the Public Procurement Regulation of 2022

5.0 DURATION OF THE CONSULTANCY

The duration of the consultancy is 60 days spread over a period of 10 calendar months

6.0 DEADLINE AND SUBMISSION

The Ministry of Green Economy and Environment now invites eligible individual ("Consultants") to indicate their interest in providing the Services. Interested Consultants should submit their application letter and detailed CV with information demonstrating that they have the required qualifications and relevant experience to perform the Services.

Further information and the detailed Terms of Reference for the assignment can be obtained at the address below during office hours 08:00 -13:00 and from 14:00 -17:00 hours local time.

Expressions of Interest (EOI) with detailed Curriculum Vitae, and Cover letter must be submitted electronically via email addresses below on or before **Friday, 14th August 2026, at 16:00 hours** to Ellison.Sakala@mgce.gov.zm and copy to Sibeso.Mataa@mgce.gov.zm

Head- Procurement and Supplies Unit

For/Permanent Secretary

MINISTRY OF GREEN ECONOMY AND ENVIRONMENT