

**International consultant to develop a climate landscape analysis for children (CLAC) in the Republic of Congo**

UNICEF works in some of the world’s toughest places, to reach the world’s most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

***For every child, a champion…***

**Scope of work**

As part of the Three Basins Summit in 2023, UNICEF Congo positioned itself strategically on the issues of biodiversity and climate change, in particular by ensuring the full participation of young people in the discussions and decisions taken. To be able to continue to develop its involvement on these issues and integrate them into the office's program and interventions in accordance with UNICEF's global strategy on climate change (titled *Sustainability and Climate Change Action Plan*), which covers the period 2023-2030, UNICEF Congo must be able to develop a strategy to provide specific orientations, including at the sectoral level. One such strategy requires conducting a child-centered analysis, titled Climate Landscape Analysis for Children (CLAC).

***How can you make a difference?***

**1. Objective of the position:**

The consultant will prepare the CLAC, while supporting the integration of Climate, Environment, Energy and Disaster Risk Reduction (CEED) issues into UNICEF programs and operations in the Republic of Congo. The international consultant will produce a Climate Landscape Analysis for Children (CLAC) for the Republic of Congo. She/He will be responsible for collecting, compiling, and reviewing key resources and coordinating the information gathering and review processes. She/He will undertake key informant interviews with key national stakeholders as well as consultations with adolescents on the topic. The international consultant will prepare the final report of the study and will be accountable for the quality of all deliverables. She/he will be home-based, with two missions in the Republic of Congo: the first dedicated to internal/external consultations and field visits and the second to the organization of a validation workshop and various restitution/monitoring activities.

**2. Key Responsibilities:**

The consultant will work under the supervision of the Deputy Representative and the general guidance of the Representative. The consultant’s main responsibilities will consist of the following:

**A. Inception Phase**

The inception phase will consist of the production of an inception report outlining the following:

• Final conceptual framework and data collection tools

• Initial desk review and stakeholder mapping

• Proposed plan for the field mission(s) and stakeholder consultation process

• Detailed workplan including a timeline and deliverables.

• Proposed outline for the CLAC report

• Any other element as agreed upon with the UNICEF Country Office

The inception report will be presented to the Country Office during an inception meeting.

*CLAC Reference Group*

A Reference Group comprising the key Section Climate focal points from the UNICEF, Regional Climate Advisor and/or Specialist, UN Agencies and development partners, government counterparts and civil society organizations including youth environmental associations will be established to provide the overall oversight and guidance/technical inputs to the development of the CLAC, including guidance in the document mapping, stakeholders’ consultation, and overall methodology. The reference group will also quality assure all the deliverables (from a technical point of view) which include the inception report, draft report, and final report.

**B. Desk review of key documents**

The desk review will consist in at least the following:

• Compile, systematize and analyze key policy documents related to climate, energy, environment, DRR and biodiversity conservation and UNICEF’s corporate priorities.

• Compile, and analyze systematize literature and data related to climate, energy, environment, and DRR-issues affecting children, including indigenous children and children living with disability in the Congo.

• Identify, compile and analyze information on ongoing programmes and active stakeholders related to climate, energy, environment, and DRR in the Congo.

• Collect, compile and analyze information and reports from different sections in UNICEF Congo about the office’s work and linkages to climate, energy, environment, DRR and protection of biodiversity.

• Present summary findings for validation at the CLAC and Country Office Committee.

**C. Stakeholder mapping, Interviews and Consultation**

• Map key climate change stakeholders.

• Draft questions and presentations needed to conduct interviews and meetings with stakeholders.

• Prepare a PowerPoint presentation that will include an initial assessment of CEED issues in the country and how they relate to child rights.

• Conduct interviews with UNICEF sections, external partners, and stakeholders (national government, subnational government, private sector, civil society, youth-led organizations, academia, bilateral and multilateral institutions, media, etc.) on CEED issues affecting children, including indigenous children, refugee children and children living with disability.

• Conduct focus groups discussions and/or other form of consultations with children and youth (including indigenous and refugee children & youth and children & youth living with disability) on CEED issues affecting them.

• Provide an overview of the child-CEED nexus, including analysis of implications for child rights (i.e., Health, WASH, Child Protection, Nutrition, Education, Social Policy, DRR, etc.).

• With reference to climate finance mechanisms, bilateral funding and/or Government budgets, identify funding and partnership opportunities to support CEED-child nexus and biodiversity conservation activities.

• Identify appropriate CEED-child rights linkages and evaluate relevance for potential UNICEF programming options and identify new CEED-Child nexus issues/themes for the Country Office’s consideration.

The Stakeholders consultation report should include all the above-mentioned points and a summary of all interviews.

The key questions to be answered in the CLAC include, but are not limited to, the following:

• What are the main climate, environment, energy and DRR (CEED) issues affecting the country?

• What risk analysis exists (climate change, natural hazards, environmental, loss of biodiversity, economic, conflict, etc.)? What is the likelihood of these risks? Are there risks resulting from the combination of threats or dangers and vulnerabilities at different levels, to which children and young people (including indigenous children & youth and children & youth living with disability) are exposed? Are the risk analyses child sensitive and do they aim to protect the rights of children and young people (including indigenous children & youth and children & youth living with disability)? Does the analysis go down to the subnational and local levels? Has the analysis been used to inform any action to date? How is the severity and the interconnection of these risks and how is the capacity of children and young people (including indigenous children & youth, children & youth living with disability, as well as refugee populations and their relationship with their host communities) to cope with risks?

• What are the main factors related to CEDD and biodiversity issues in the country that would most affect livelihoods, capacities and opportunities for children and young people? Which groups of children and young people are particularly vulnerable? What are the gendered differences? What will be the impact on children (especially the most vulnerable) if the risks of the above factors are not mitigated at associated timelines?

• How are wastes disposed and treated in Congo? How do these impact the rights and welfare of children and young people? Are there national policies/strategies on waste management? Who are the main actors in waste management / recycling / treatment? What initiatives / programmes on waste management / recycling exist nationally and locally?

• What are the government policies and strategies/priorities on CEED and biodiversity issues? What are the budgetary commitments? Which are the partners/counterparts involved and do they work together (e.g., Ministry in charge of Environment, private sector, etc.)?

• Do government or sector policies and strategies/priorities on CEED and biodiversity consider children’s rights (including those of indigenous and refugee children and children living with disability)? Do children’s right strategies/priorities take in account CEED issues? What are the bottlenecks and barriers that affect compliance with the rights of children and young people?

• Who are the main actors in CEED initiatives? What are the ongoing climate change initiatives and programmes, including at sub-regional level (Congo Basin) and UNICEF CO if relevant? Do ongoing CEED initiatives and programmes benefit children (including indigenous children, refugee children and children living with disability)?

• How do the CEED and biodiversity issues identified affect UNICEF’s current and planned initiatives and programmes?

• How are children and young people engaged and consulted on climate change, environment, energy, DRR and biodiversity initiatives? Have any results been achieved through their meaningful engagement? What are children and young people’s perceptions and expectations for action on CEED and biodiversity issues? Are these consultations inclusive of indigenous children and young people as well as those living with disability?

• What are the capacities that exist at sub-regional (Congo Basin), national and provincial levels to reduce the risk associated with climate change and the loss of biodiversity?

• What are the opportunities and gaps in the design of climate, environment, energy, DRR and biodiversity plans and strategies to protect the rights of children and young people?

• What knowledge gaps on climate, environment, energy, DRR and biodiversity issues have been identified and what are recommended actions to fill these gaps?

• How could government efforts be strengthened to address identified climate change risks in a way that ensures children's and adolescent rights, increases their resilience (as well as an increase in the social systems resilience), and enables the full development of their potential?

• How does the exploitation of natural resources (minerals and biodiversity) in Congo affect the rights of children? How best can children and young people benefit from mining and forestry industries?

• How to inform and improve policy, strategies and plans, legal and regulatory frameworks, as well as budgeting to ensure better preparedness and response to climate change risks and biodiversity loss on children and young people?

• How best to inform child-centered updates to the Nationally Determined Contribution (NDC), National Adaptation Plan (NAP), and other national strategies?

• What are the key messages for UNICEF to increase awareness and action for adaptation and resilience to climate change?

• How can the resilience of vulnerable communities and populations to climate, environment, energy, DRR and biodiversity issues be built, with reflections on individuals’ daily lives and behaviors?

• How can adolescent and young people (including the most vulnerable) be engaged to strengthen their adaptation and resilience to identified risks?

• What is UNICEF's comparative advantage, strategic partnerships, and intervention platforms?

• What are the opportunities and entry points for programming on child-centered climate change action?

• How can UNICEF address gaps in CEED programming to benefit children, including the most vulnerable?

• What are the appropriate CEED-child rights linkages and relevance for potential UNICEF programming options and identify new CEED-Child nexus issues/ themes for Country Office’s consideration.

• Which donors are most likely to fund UNICEF CEED (and biodiversity conservation) initiatives and programmes?

**D. Support to UNICEF strategic processes**

In close collaboration with UNICEF Country Office management and technical staff, the consultant will identify and evaluate potential entry points for UNICEF engagement in CEED issues and in biodiversity conservation in the Republic of Congo, in the form of an internal roadmap supporting the implementation of the CLAC recommendations. This may include:

• Priority areas for UNICEF County Office’s engagement,

• Options for prioritization and sequencing of issues and entry points and facilitate the decision-making process,

• Recommendations to be considered for the on-going and/or upcoming programming planning cycle.

UNICEF’s CLAC guidance note will be shared with selected consultant.

**E. CLAC report**

*Draft CLAC report*

• Validation and dissemination workshop. Ideally, a meeting with key stakeholders will be organized to analyze risks before the validation workshop.

• Validation the report with stakeholders in a one-day workshop.

• Views and perspectives of both internal and external stakeholders collected during the workshop and comments addressed.

• The invitees, venue and the agenda to be approved by UNICEF.

*Final CLAC report*

Based on the views and perspectives of both internal and external stakeholders, incorporate changes to a final version of the internal CLAC report. The revised, formatted and referenced final report will include an executive summary with key findings and recommendations (to UNICEF, Government, development partners, communities, as well as options for UNICEF climate related programming). The consultant shall ensure the CLAC report is as concise as possible and aim to not exceed 50 pages with the final CLAC report.

Based on the final approved CLAC report, the consultant will prepare the following additional documents:

• Summary PowerPoint presentation (max. 20 slides)

• A set of communication materials based on the CLAC (e.g. press release, info-note, social media assets, email outreach, internal briefing, etc.)

• An advocacy brief (max. 4 pages) for use with the external public page, presenting the main findings from the report with infographics and engaging language, incl. separately key data set in response to climate financing needs.

• An external-facing, shorter CLAC report that removes internal recommendations and reflections. This report will be used to clearly articulate the situation for children with respect to the climate crisis and highlight UNICEF’s key areas of response. The audience of this report is government and development partners and should be a sub-set of the full CLAC report.

• Internal roadmap on the implementation of the CLAC recommendations.

**Administrative and planning support**

• The consultant will closely coordinate with the Regional Climate Specialist, CEED Focal Point, the Planning, Monitoring and Evaluation Officer, the Social Policy Specialist, the consultant facilitating the implementation of the CEED strategy of the country office, and the program teams covering UNICEF's sectors of intervention (WASH, health, nutrition, education, child protection and social protection/policies), as well as cross-sectoral strategies and normative approaches (notably SBC, localization/community-based and youth engagement on first hand and equity, gender and inclusion on second hand).

• Key documents will be made available to the Consultant upon recruitment.

• The assignment will be a combination of office/desk work, and consultations, meetings, and site visits in Congo.

• The consultant is expected to be able to work independently to organize and facilitate internal meetings, external meetings/roundtables, presentations stakeholder meetings.

• The consultant must be aware of the conditions of the location of the research. In some circumstances, particular security and logistic arrangements are required. Therefore, in presenting proposals, bidders should take these elements into serious consideration. UNICEF is not responsible for any unexpected additional cost or arrangement required during the implementation of the assignment, unless the request is outside the scope of the initial project design that the consultant/contractor based their bid on.

**Deliverables**

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| Work Assignments Overview | Deliverables/Outputs | Delivery deadline |
| Inception Phase | **#1 short inception report**, including detailed methodology and workplan in alignment with the terms of reference (ToR) and planning documents for the CLAC | May |
| **Inception meeting** |
| Desk review of key documents compiled, including policies, programmes concerning CEED and biodiversity protection, as well as identification of data and research gaps regarding children and CEED issues affecting them in the Republic of Congo | **#2 Excel document containing a comprehensive list of reviewed documents**, including an overview of national policy framework, identification of data and research gaps, and a summary of key points and their relevance to children in the Republic of Congo. | June |
| **#3 Summary presentation** |
| Stakeholders mapping, interviews and Consultation | **#4 Key stakeholders’ consultation report** containing a list of active stakeholders in the fields of climate change, energy, environment, protection of biodiversity and children in the Republic of Congo and their related activities | June – July |
| **#5 Document identifying main donors**, their areas of interest within CEED, and their alignment with the UNICEF CEED strategy. |
| Support to UNICEF strategic processes | **#6 Internal roadmap on the implementation of CLAC recommendations** devised through (i) mapping of ongoing or planned programmes on CEED issues, identifying specifically those relevant for children in Congo, and (ii) analysis highlighting the needs of children and sector programmes and UNICEF support options for child responsive climate change action. | August |
| **#7 Validation workshop** with key stakeholders |
| CLAC report | **#8 Draft CLAC report** in line with global CLAC guidance highlighting the national policy framework, the specific issues facing children due to climate change and environmental degradation and recommendations for better incorporating climate change and protection of biodiversity in the country programme. The report shall include a comprehensive chapter on climate financing, UNICEF positioning and partnership options against the backdrop of existing programmes and needs. | August |
| **#9 Final CLAC report**, including feedback/input received during the consultation process and discussions with UNICEF country team and management, communication materials, policy brief and external shorter CLAC | September |
| **#10 Summary presentation of findings** to the CO and relevant stakeholders |
| **#11 PowerPoint version of the final report** and a **four-page advocacy brief**, an **abridged CLAC report**, as well as restitution meetings with youth and all stakeholders |

**Duration**

45 days.

**Working conditions and travels**

During the period of the contract, the consultant will be subject to the provisions in force at UNICEF relating to security, compliance with the rules, standards and procedures governing United Nations personnel and UNICEF in particular. He/she must have access to his/her IT tools for the smooth running of activities.

**Applications modalities**

Applicants must submit a technical offer and a financial offer.

The technical offer will include:

* A detailed curriculum vitae including references to previous experience.
* Motivation Letter.
* A technical proposal produced by the consultant describing the working methodology.
* A work schedule.

The financial offer : all-inclusive, entailing consultant fee; travel and living costs and any miscellaneous costs.

The selection method used will be selection based on quality and cost. Proposals will be ranked according to their combined technical (ST) and financial (SF) scores after introducing weightings.

The consultant with the highest combined technical and financial score will be invited to the negotiations.

***To qualify as an advocate for every child you will have…***

**Education**:

Advanced university degree (Master or PhD) in environmental/climate science, child rights, social and economic development, or related areas.

**Experience:**

• At least 8 years of experience and working knowledge in an area related to climate change (or 5 years combined with at least 3 years of experience in the field of child rights).

• At least two years of experience working in an international organization, preferably at the UN.

• Good knowledge of UNICEF programmes and interventions, including Child Rights Issues, as a strong asset

• An experience of having conducted a CLAC is also an asset.

• Experience working in Central Africa context and in the Congo Basin is considered as an asset.

• Excellent attention to detail complemented by strong organizational skills.

• Established portfolio of successful policy, planning and/or analysis projects in the climate, energy, or environmental fields, which also integrate gender equality analysis.

• Demonstrated experience working on biodiversity protection, preferably in the Congo Basin.

• Excellent writing skills and demonstrated ability to communicate scientific and technical ideas clearly using simple, commonly accepted language.

• Ability to work under tight deadlines.

• Availability to carry out field missions during their trips to Congo.

• Strong interpersonal skills, including the ability to handle challenging situations with tact and sensitivity.

• Commitment to thinking critically about your own cultural lens and being able to communicate effectively with people of different backgrounds and abilities.

• Intermediate to advanced experience with producing deliverables with Microsoft Office 365 programs including SharePoint, Word, Excel, and PowerPoint.

• Fluency in French is required. Knowledge of English is also necessary.

**Female applications are highly encouraged.**

***For every Child, you demonstrate…***

UNICEF's values of Care, Respect, Integrity, Trust, Accountability, and Sustainability (CRITAS).

To view our competency framework, please visit  [here](https://www.unicef.org/careers/get-prepared#Values).

UNICEF is here to serve the world’s most disadvantaged children and our global workforce must reflect the diversity of those children. [The UNICEF family is committed to include everyone](https://www.unicef.org/careers/equity-inclusion-and-diversity-unicef), irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic.

UNICEF offers [reasonable accommodation](https://www.unicef.org/careers/unicef-provides-reasonable-accommodation-job-candidates-and-personnel-disabilities) for consultants/individual contractors with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

**Remarks:**

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.