

Terms of reference (ToRs) for the procurement of services below the EU threshold

Technical backstopping, methodological guidance and quality assurance for the Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Indigenous Peoples Assessment (IPA), Indigenous Peoples Plan (IPP), Gender Assessment (GA), Gender Action Plan (GAP) and Stakeholder Engagement Plan (SEP) for the Green Climate Fund (GCF) Funding Proposal project “Climate Resilience IMPACT for Sustainable Livelihoods in Cameroon – ClimPACT”

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List of abbreviations

AE	: Accredited Entity
AFOLU	: Agriculture, Forestry, and Other Land Uses
AVB	: General Terms and Conditions of Contract (AVB) for supplying services and work 2018
BMUV	: Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection
BMZ	: Federal Ministry for Economic Cooperation and Development
ClimPACT	: Climate IMPACT Resilience for Sustainable Livelihoods in Cameroon project
CN	: Concept Note
CV	: Curriculum Vitae
E&S	: Environmental and Social
EE	: Executing Entity
ESIA	: Environmental and Social Impact Assessment
ESMP	: Environmental and Social Management Plan
ESMS	: Environmental and Social Management System
ESS	: Environmental and Social Safeguards
EU	: European Union
FP	: Funding Proposal
FPIC	: Free Prior and Informed Consent
GA	: Gender Assessment
GAP	: Gender Action Plan
GCF	: Green Climate Fund
GIZ	: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
IFC	: International Finance Corporation
IP	: Indigenous People
IPA	: Indigenous Peoples Assessment
IPP	: Indigenous People's Policy
IPP	: Indigenous Peoples Plan
iTAP	: independent Technical Advisory Panel
NDA	: National Designated Authority
NDC	: Nationally Determined Contribution
PS	: Performance Standard
QA:	Quality assurance
SEAH	: Sexual Exploitation, Abuse, and Harassment
SEP	: Stakeholder Engagement Plan
ToRs	: Terms of Reference

1. Context

1.1. Overall context

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a federal enterprise supporting the German government in promoting international cooperation for sustainable development and international education work. The registered offices of GIZ are in Bonn and Eschborn. In Germany, GIZ's main clients are the Federal Ministry for Economic Cooperation and Development (BMZ) and the Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV) along with several other German government agencies. GIZ's international clients include the European Union (EU), bilateral and private sector donors, and multilateral development finance institutions, including the Green Climate Fund (GCF). The GCF Board accredited GIZ as an international Accredited Entity (AE) in 2016 and approved its re-accreditation in 2023, enabling GIZ to continue developing and implementing GCF funded activities in close coordination with national designated authorities (NDA), commissioning parties, and relevant actors.

GIZ has been supporting the National Designated Authority (NDA) in Cameroon in developing a GCF project entitled Climate IMPACT Resilience for Sustainable Livelihoods in Cameroon project (ClimPACT). ClimPACT aims to increase the resilience of rural producers practicing agriculture, silviculture/agroforestry or pastoralism in the highland savannah regions of Cameroon (West, North-west and Adamawa regions), making them less vulnerable to the negative effects of climate change. In developing the ClimPACT project, GIZ collaborated with the NDA as well as other national partners and organizations, resulting in the concept note (the first stage of project development) resubmitted to the GCF in March 2026 and endorsed in May 2026. As part of the subsequent funding proposal package (the second stage of project development), a number of annexes need to be developed to meet the GCF's environmental and social safeguards (ESS), Indigenous People's policy and gender related principles and requirements.

Therefore, GIZ is seeking specialized expertise to provide **end-to-end technical backstopping, methodological guidance and quality assurance** for the preparation of the following funding proposal documents ensuring full compliance with current GCF policies/guidance and full consistency across the FP package:

- Environmental and Social Impact Assessment (ESIA)
- Environmental and Social Management Plan (ESMP)
- Indigenous Peoples Assessment (IPA)
- Indigenous Peoples Plan (IPP)
- Gender Assessment (GA)
- Gender Action Plan (GAP)
- Stakeholder Engagement Plan (SEP) including project-level GRM

The documents themselves will be prepared by national consultants (outside this assignment). The contractor under this assignment shall guide their preparation, review methodologies and fieldwork instruments, provide targeted technical inputs, identify and help close substantive gaps, and verify that the final documents are complete, mutually consistent in accordance with GIZ and GCF guidelines and standards and suitable for submission to the GCF.

The geographical scope of the project covers the North-West, West and Adamawa Regions of Cameroon. Attention shall be given to Mbororo communities as Indigenous Peoples, including

Mbororo women, youth, elders, persons with disabilities, mobile and transhumant pastoralists, and households with limited access to land, services and decision-making structures.

The assignment shall cover the entire funding proposal development process, from methodological design and fieldwork planning through iterative review, finalisation and support during the GIZ and GCF review stages. The contractor shall provide written comments on all environmental and social safeguards, gender and Indigenous Peoples aspects of the funding proposal and its technical annexes and advise the GIZ project development team in preparing responses to comments, requests for clarification and required revisions following submission to the GCF.

The contractor shall assess compliance with:

- the GCF Revised Environmental and Social Policy
- the GCF interim Environmental and Social Safeguards, based on the IFC PS1–PS8 Performance Standards
- the GCF Indigenous Peoples Policy
- the GCF Gender Policy
- GCF guidance on meaningful stakeholder engagement, information disclosure, grievance redress and sexual exploitation, abuse and harassment
- the GIZ Safeguards+Gender Management System, Human Rights Strategy and current Gender Strategy
- applicable Cameroonian environmental, social, labor, land, gender, Indigenous Peoples, consultation and permitting requirements

GCF requires the nature and depth of the assessments to be proportionate to the assigned environmental and social risk category. Category B activities require fit-for-purpose assessments and management plans addressing identified impacts, mitigation, monitoring and reporting. GCF's current interim safeguards remain based on the IFC Performance Standards. GIZ's Safeguards+Gender system requires consideration of environmental and climate impacts, human rights, conflict and violence, and gender discrimination and equality from project preparation onwards.

1.2. The planned Climate IMPACT Resilience for Sustainable Livelihoods in Cameroon project (ClimPACT)

The ClimPACT project aims to strengthen the climate resilience of highly vulnerable populations engaged in agriculture, agroforestry and pastoralism, as well as the landscapes and natural resources on which their livelihoods depend, across the savanna regions of Cameroon's highlands. It addresses the most urgent climate-related risks impacting Cameroon's Agriculture, Forestry and Other Land Use (AFOLU) sector in the highly vulnerable and ecologically significant regions of Adamawa, North-West, and West. Together, these areas comprise an interconnected mosaic of agricultural plains, forested highlands and savanna ecosystems, requiring an integrated landscape that simultaneously reduces climate vulnerability, protects ecosystems functions and supports sustainable, climate-resilient development. ClimPACT has four components:

- Component 1: Enabling environment for inclusive and climate-informed landscape management
- Component 2: Enhanced climate information and early warning system
- Component 3: Climate resilience of production and ecosystems

- Component 4: Business and financial capacities for climate-resilient value chains.

This project is expected to deliver substantial outcomes in terms of adaptation and mitigation, directly benefiting over 370,000 people. Additionally, the project aims to reduce greenhouse gas (GHG) emissions and strengthen carbon stocks by adopting low-emission agricultural practices, promoting sustainable forest management and optimizing the early warning system to mitigate the impact of climate change on communities.

1.3. Environmental and Social Safeguards (ESS)

The GCF underscores the importance of Environmental and Social Safeguards (ESS) across all of its funded activities to ensure the effective and equitable management of environmental and social risks, thereby advancing its mandate to promote low-emission, climate-resilient development within the broader framework of sustainable development. The GCF requirements for environmental and social risk assessment and management, are established and guided by its sustainability and integrity policies, in particular the revised Environmental and Social Policy¹ and interim Environmental and Social Safeguards² (based on the performance standards of the International Finance Corporation).

The policy outlines GCF's commitments and establishes the principles and standards to which both the Fund and its funded activities will be held accountable, requiring that all GCF-supported projects:

- Avoid, and where avoidance is impossible, mitigate adverse impacts to people and the environment;
- Avoid, and where avoidance is impossible, mitigate adverse impacts to people and environment;
- Enhance equitable access to development benefits; and
- Give due consideration to vulnerable and marginalized populations, groups, and individuals, local communities, Indigenous Peoples (IP), and other marginalized groups of people and individuals that are affected or potentially affected by GCF-financed activities.

The ESS considerations for GCF projects implemented by GIZ shall include the following aspects:

GCF ESS standards, based on IFC Performance Standards (PS)
Overall Project / Programme ESS Category
ESS 1: Assessment and management of environmental and social risks and impacts
ESS 2: Labour and working conditions
ESS 3: Resource efficiency and pollution prevention
ESS 4: Community health, safety and security
ESS 5: Land acquisition and involuntary resettlement
ESS 6: Biodiversity conservation and sustainable management of living natural resources

¹ [Revised environmental and social policy | Green Climate Fund](#)

² [Interim environmental and social safeguards of the Fund \(Performance standards of the International Finance Corporation\) | Green Climate Fund](#)

ESS 7: Indigenous Peoples
ESS 8: Cultural heritage

Further relevant GCF guidance can be found in the Indigenous People's Policy IPP³ (2018), setting out principles for GCF project implementation in contexts where project locations are inhabited by indigenous peoples, as well as the Integrated Results Management Framework (IRMF)⁴, determining monitoring of projects. Furthermore, the IFC Guidance Notes to Performance Standards and the World Bank Group Environmental, Health and Safety Guidelines shall be used as guiding documents.

The assignment shall also be in line with GIZ's Safeguards and Gender Management system. When implementing projects and programmes, GIZ considers the potential negative impact and potential benefits of any project activity on people and other objects of protection in six areas, i.e., environment, mitigation of GHG emissions, adaptation to climate change, conflict and context sensitivity and human rights, and gender.

In this vein, the assignment covers the **end-to-end technical backstopping, methodological guidance and quality assurance** for the preparation of the following ESS documents:

- Environmental and Social Impact Assessment (ESIA),
- Environmental and Social Management Plan (ESMP),
- E&S Management Framework (ESMF),
- Indigenous Peoples Assessment (IPA);
- Indigenous Peoples Plan (IPP)
- Stakeholder Engagement Plan (SEP) including project-level GRM
- Inputs on E&S risks and safeguards for the funding proposal package (mainly consisting of a synthesis on ESS in the Funding Proposal document, aligning with GCF standards, policies, and Cameroon's national regulations).

The contractor shall **define the scope, methodological framework, templates, and quality standards** for all required documents. National consultants, contracted separately, shall develop detailed methodologies and carry out field-level data collection, stakeholder consultations, and the drafting of the documents according to the framework established by the contractor. The contractor shall provide technical guidance and quality assurance throughout the process, review and consolidate all contributions, and finalize the documents. As these documents form part of the Funding proposal package, they shall be prepared in full accordance with applicable GCF's definitions, policies, standards and requirements.

Given the presence of Mbororo pastoralist communities in the project regions, the contractor shall ensure that the applicability of the GCFs Indigenous Peoples Policy and the IFC Performance Standard 7 is systematically assessed and reflected across the ESS documentation. The assessment shall consider customary land and resource use, mobility and transhumance patterns, access to pasture and water, cultural identity, representative institutions, livelihood dependence on natural resources and differentiated vulnerabilities, including those affecting women, youth and other marginalized groups.

³ See GCF Homepage: [Indigenous Peoples Policy GCF](#)

⁴ See GCF Homepage: [Integrated results management framework GCF](#)

The methodological framework and quality standards for the Indigenous Peoples Assessment and Indigenous Peoples Plan shall ensure that the national consultants:

- identify potentially affected Indigenous communities and their customary territories, resource-use areas and mobility routes;
- assess risks and impacts on livelihoods, land and resource access, cultural heritage, customary institutions and community cohesion;
- establish culturally appropriate consultation and participation arrangements;
- determine whether Free, Prior and Informed Consent is required and, where applicable, define and document the FPIC process;
- identify measures to avoid, minimize and manage adverse impacts and ensure equitable access to project benefits;
- establish culturally appropriate grievance, monitoring and reporting arrangements;

The development of the ESS documents requires also close engagement and coordination with the national consultant developing the gender documents. It will also be part of the assignment to engage in consultations with other experts developing other documents for the funding proposal package, and to support GIZ's project development team (PDT) in exchanges with the GCF on ESS and Indigenous Peoples as well as in the commenting and review rounds after submission of the funding proposal package.

1.4 Gender Assessment and Gender Action Plan

GCF has the goal to promote gender equality principles throughout the GCF investment portfolio: First, as a constituent part of its funding criteria, and second, in generating project gender co-benefits. This is why GCF requires a gender-sensitive approach for all programmes and projects. As a consequence, the Fund requires accredited entities to comply with its Gender Policy⁵ (2019) and ensure that project proposals meet its principles and requirements. Furthermore, during project implementation, accredited entities must refine gender-related baselines, indicators, and targets. Compliance should also be ensured with all other relevant GCF requirements, such as the IPP, the IRMF and the Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment⁶ (SEAH). GIZ, with its Gender Strategy, supports equal rights and opportunities for all, and is well positioned to meet GCF's gender requirements.

Consequently, the assignment covers the **end-to-end technical backstopping, methodological guidance and quality assurance** for the preparation of the following gender-related documents:

- Gender Assessment (GA)
- Gender Action Plan (GAP)

This project-specific guidance as well as the relevant institutional policies of GIZ and GCF shall guide the present assignment.

The contractor shall **define the scope, methodological framework, templates, and quality standards** for all required documents. A national consultant contracted separately, shall develop detailed methodologies and carry out field-level data collection, stakeholder

consultations, and the drafting of the documents according to the framework established by the contractor. The contractor shall provide technical guidance and quality assurance throughout the process, review and consolidate all contributions, and finalize the documents. As these documents form part of the Funding proposal package, they shall be prepared in full accordance with applicable GCF's definitions, policies, standards and requirements.

The assignment requires close engagement and coordination with the national consultants responsible for the development of the ESS documents. It will also be part of the assignment to engage in consultations with other experts developing other documents for the funding proposal package, and to support GIZ's project development team (PDT) in exchanges with the GCF on gender as well as in the commenting and review rounds after submission of the funding proposal package.

2. Tasks to be performed by the contractor

Overall objective

Based on the described policies and guidelines as well as the project's theory of change, technical approaches and implementation arrangements, the contractor shall ensure that the environmental, social, Indigenous Peoples, gender and stakeholder engagement documents of the funding proposal package are methodologically robust, evidence-based, operationally feasible, mutually reinforcing and fully aligned with applicable GCF, GIZ and national requirements.

Specific objectives

The contractor shall:

1. Provide timely methodological guidance to the national consultants and experts preparing the individual documents.
2. Ensure that all relevant project risks, impacts, opportunities, affected groups and rights-holders are identified and assessed at an appropriate level of detail.
3. Ensure that the situation, rights, priorities, knowledge, livelihoods and decision-making institutions of Mbororo communities are appropriately reflected throughout the project design and documentation.
4. Ensure that stakeholder engagement is meaningful, inclusive, gender-responsive, culturally appropriate, conflict-sensitive and adequately documented.
5. Verify that proposed environmental, social, Indigenous Peoples and gender measures are practical, costed, time-bound and integrated into the project's activities, budget, implementation arrangements, results framework and monitoring system.
6. Ensure consistency between the ESIA and ESMP, IPA and IPP, Gender Assessment and GAP, and between these documents and the SEP, feasibility study, climate rationale, value chain assessment, economic and financial analysis, funding proposal and other technical annexes.
7. Deliver products ready for GIZ internal review, GCF Secretariat and iTAP review, and public disclosure.
8. Identify compliance gaps and material risks early enough for them to be addressed through changes to project design rather than only through end-of-process mitigation.
9. Support the project development team in responding to comments from GCF, government counterparts and other reviewers.

Task 1: Inception, document review and compliance framework

The contractor shall review the concept note, pre-feasibility study, preliminary climate rationale, preliminary safeguards screening, gender-related information, stakeholder records, implementation arrangements, other available technical studies as well as existing document templates.

The contractor shall clarify responsibilities, interfaces, timelines and review points for all consultants preparing the ESIA, ESMP, Indigenous Peoples Assessment, Indigenous Peoples Plan, Gender Assessment, Gender Action Plan and Stakeholder Engagement Plan.

Existing GIZ outline templates shall be reviewed and, where necessary, adapted to the specific project context, GCF requirements and the geographical and social scope of the project, including the presence of Mbororo communities in the target regions.

Deliverables Task 1:

- a. Inception report, including proposed approach, work plan, timeline and coordination arrangements.
- b. Review note on existing templates including recommendations for project-specific adjustments.
- c. Harmonisation note covering terminology, geographic scope, stakeholder categories, baseline parameters, risk language and quality criteria across all documents.
- d. Initial gap assessment note identifying priority issues requiring clarification, additional evidence or project design adjustments.

Task 2: Capacity building and onboarding of national consultants

The contractor shall organise and conduct a structured onboarding and capacity-building session for the national consultants responsible for field data collection and the preparation of the initial drafts of the ESIA, ESMP, Indigenous Peoples Assessment, Indigenous Peoples Plan, Gender Assessment, Gender Action Plan and Stakeholder Engagement Plan. This is to ensure that all national consultants have a common and practical understanding of the GCF and GIZ policy requirements, documentation standards and quality expectations that must guide their work. The session shall focus on how national technical expertise can be translated into GCF-compliant assessments, management plans and stakeholder engagement documentation.

The contractor shall introduce the relevant GCF and GIZ requirements for environmental and social safeguards, Indigenous Peoples, gender, stakeholder engagement, information disclosure, grievance redress, ethical data collection, consultation documentation, confidentiality, conflict sensitivity and protection against retaliation. Particular attention shall be given to GCF requirements for evidence-based analysis, clear risk categorisation, application of the mitigation hierarchy, integration of findings into project design, gender-responsive and socially inclusive approaches, and culturally appropriate engagement with Mbororo communities.

The contractor shall also explain the expected use of templates, tools and review processes. This shall include clarification of roles and responsibilities between the contractor and national consultants, reporting lines, coordination arrangements, review timelines, quality-assurance protocols and procedures for addressing comments.

The onboarding session shall be interactive and shall allow national consultants to raise questions, clarify expectations and agree on practical working arrangements. The contractor shall prepare the agenda, presentation materials and reference documents in advance. A written summary of key agreements shall be submitted to GIZ.

Deliverables Task 2:

- a. Reference materials on relevant GCF and GIZ requirements.
- b. Presentation materials covering safeguards, Indigenous Peoples, gender, stakeholder engagement, grievance redress, ethical data collection and documentation standards.
- c. Short guidance note on preparing GCF-compliant assessments, management plans and stakeholder engagement documentation.
- d. Completed virtual onboarding session with national consultants

Task 3: Guidance and quality assurance for field consultations

The contractor shall guide and quality assure the planning and implementation of field consultations carried out by national consultants. This shall include support in resolving methodological issues, adapting tools, ensuring adequate documentation of consultations, and strengthening the quality and comparability of data collected across regions and stakeholder groups.

The contractor shall verify that fieldwork and consultations cover the project regions in a manner proportionate to the location and scale of proposed activities. Particular attention shall be given to dedicated and culturally appropriate engagement with Mbororo communities, including Mbororo women, youth, elders, persons with disabilities and less influential households.

Deliverables Task 3:

- a. Reviewed and approved field consultation plans, including regional coverage, stakeholder groups, sampling approach and consultation schedule.
- b. Mbororo engagement protocol.
- c. Fieldwork quality-assurance checklist.
- d. Interim fieldwork review note identifying emerging gaps, risks and corrective actions.

Task 4: Quality assurance and consolidation of the ESIA and ESMP

The contractor shall provide technical backstopping, quality assurance and consolidation support for the Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) prepared by the national consultant. The contractor shall ensure that both documents are complete, evidence-based, mutually consistent and aligned with GCF, GIZ and national requirements.

For the ESIA, the contractor shall verify that the assessment accurately describes the project, activities, locations, beneficiaries, financial mechanisms, implementation arrangements and associated facilities. The ESIA shall include an adequate environmental and social baseline for the North-West, West and Adamawa Regions and assess all relevant environmental and

social risks, including labour and working conditions, occupational and community health and safety, biodiversity and ecosystem services, land access and tenure, livelihoods, cultural heritage, vulnerable groups, Indigenous Peoples, gender-based violence, sexual exploitation, abuse and harassment, conflict sensitivity, pastoral mobility, grazing areas, water access and farmer-pastoralist relations.

For the ESMP, the contractor shall ensure that all material risks identified in the ESIA are addressed through practical, costed and time-bound management measures. The ESMP shall specify responsibilities, indicators, verification sources, implementation schedules, reporting requirements, capacity-building needs, incident reporting procedures, contractor requirements, grievance-related measures and monitoring arrangements.

The contractor shall be responsible for ensuring that the ESIA and ESMP are consolidated into coherent, technically sound and submission-ready versions for inclusion in the GCF funding proposal package.

Deliverables Task 4:

- a. Reviewed ESIA and ESMP drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation.
- b. Consolidated ESIA and ESMP versions ready for submission to GCF.
- c. Final quality-assurance checklist and written confirmation of readiness.

Task 5: Quality assurance and consolidation of the Indigenous Peoples Assessment and Indigenous Peoples Plan

The contractor shall provide technical backstopping, quality assurance and consolidation support for the Indigenous Peoples Assessment and Indigenous Peoples Plan prepared by the national consultant. The contractor shall ensure that both documents are complete, evidence-based, mutually consistent and aligned with the GCF Indigenous Peoples Policy, GIZ requirements and applicable national requirements.

For the Indigenous Peoples Assessment, the contractor shall verify that the assessment applies GCF Indigenous Peoples criteria and does not rely solely on national terminology or legal recognition. The assessment shall analyse Mbororo self-identification, collective attachment to territories and areas of seasonal use, customary institutions, livelihoods, language, cultural identity, natural-resource management systems, mobility and transhumance practices, grazing and water access, livestock corridors, cultural heritage and traditional knowledge. It shall also assess social exclusion, discrimination, access to services, participation in decision-making, differentiated impacts on Mbororo women, men, youth, elders and persons with disabilities, and whether any project activity triggers Free, Prior and Informed Consent requirements.

For the Indigenous Peoples Plan, the contractor shall ensure that the plan responds directly to the assessment findings and includes practical measures to avoid, minimise, mitigate or compensate adverse impacts, while ensuring culturally appropriate and equitable project benefits. The plan shall define consultation protocols, representative arrangements, FPIC procedures where required, culturally appropriate grievance arrangements, participatory monitoring, responsibilities, indicators, budgets and implementation schedules.

The contractor shall be responsible for ensuring that the Indigenous Peoples Assessment and Indigenous Peoples Plan are consolidated into coherent, technically sound and submission-ready versions for inclusion in the GCF funding proposal package.

Deliverables Task 5:

- a. Reviewed Indigenous Peoples Assessment and Indigenous Peoples Plan drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation.
- b. Consolidated Indigenous Peoples Assessment and Indigenous Peoples Plan versions ready for submission to GCF.
- c. Final quality-assurance checklist and written confirmation of readiness.

Task 6: Quality assurance and consolidation of the Gender Assessment and Gender Action Plan

The contractor shall provide technical backstopping, quality assurance and consolidation support for the Gender Assessment and Gender Action Plan prepared by the national consultant. The contractor shall ensure that both documents are complete, evidence-based, mutually consistent and aligned with the GCF Gender Policy, GIZ requirements and applicable national requirements.

For the Gender Assessment, the contractor shall verify that the assessment is based on quantitative and qualitative information, disaggregated by sex, age and other locally relevant characteristics where feasible. The assessment shall analyse gender roles, workloads, unpaid care work, decision-making power, access to and control over land, livestock, finance, extension services, climate information, technologies, markets and producer organisations. It shall also assess gender-differentiated climate vulnerabilities, barriers to participation and benefit-sharing, intersectional disadvantages, including those experienced by Mbororo women and girls, and risks related to exclusion, increased workloads, gender-based violence, sexual exploitation, abuse and harassment.

For the Gender Action Plan, the contractor shall ensure that the plan responds directly to the Gender Assessment and includes practical actions at output and activity level. The plan shall include baselines, indicators, targets, means of verification, responsibilities, timelines and dedicated resources. It shall also ensure that gender measures are integrated into the project logframe, budget, implementation arrangements, procurement, partnerships and monitoring system.

The contractor shall be responsible for ensuring that the Gender Assessment and Gender Action Plan are consolidated into coherent, technically sound and submission-ready versions for inclusion in the GCF funding proposal package.

Deliverables Task 6:

- a. Reviewed Gender Assessment and Gender Action Plan drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation.
- b. Consolidated Gender Assessment and Gender Action Plan versions ready for submission to GCF.

- c. Final quality-assurance checklist and written confirmation of readiness.

Task 7: Quality assurance and consolidation of the Stakeholder Engagement Plan

The contractor shall provide technical backstopping, quality assurance and consolidation support for the Stakeholder Engagement Plan (SEP) prepared by the national consultants. The contractor shall review the draft SEP to ensure that it presents a comprehensive stakeholder and rights-holder mapping, distinguishes affected parties, other interested parties, vulnerable groups and Indigenous Peoples, and defines appropriate engagement methods for each stakeholder group and project phase.

The contractor shall ensure that the SEP includes a specific strategy and consultation protocol for Mbororo communities, information-disclosure arrangements, differentiated approaches for women, youth, persons with disabilities, remote communities and people with low literacy, and a clear process for recording, responding to and integrating stakeholder feedback. The plan shall include a project-level grievance redress mechanism that is accessible, confidential, non-retaliatory and culturally appropriate, including distinct confidential procedures for sexual exploitation, abuse and harassment and gender-based violence complaints.

The contractor shall be responsible for ensuring that the Stakeholder Engagement Plan is consolidated into a coherent, technically sound and submission-ready version for inclusion in the GCF funding proposal package.

Deliverables Task 7:

- a. Reviewed Stakeholder Engagement Plan drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation.
- b. Grievance redress mechanism quality review, including recommendations for accessibility, confidentiality, non-retaliation and SEAH-sensitive procedures.
- c. Mbororo engagement and disclosure checklist.
- d. Consolidated Stakeholder Engagement Plan ready for submission to GCF.
- e. Final Stakeholder Engagement Plan quality-assurance checklist and written confirmation of readiness.

Task 8: Cross-document coherence, integration into project design and implementation readiness

After reviewing the first drafts of the ESIA, ESMP, Indigenous Peoples Assessment, Indigenous Peoples Plan, Gender Assessment, Gender Action Plan and Stakeholder Engagement Plan, the contractor shall provide the GIZ Project Development Team with an overview of the main safeguards, Indigenous Peoples, gender and stakeholder engagement findings that are relevant for project design and implementation.

The contractor shall systematically verify that the documents are coherent with each other and with the funding proposal package, including the feasibility study, logframe, budget, implementation arrangements and other technical annexes. This shall include checking that risks identified in the ESIA are addressed in the ESMP; that findings from the Indigenous Peoples Assessment are reflected in the Indigenous Peoples Plan, SEP, ESMP, GAP and project design; and that findings from the Gender Assessment are translated into the GAP and relevant project measures.

The contractor shall work closely with the experts responsible for the funding proposal, feasibility study and other technical annexes to ensure that safeguards, Indigenous Peoples and gender findings are reflected in the project design before finalisation. This includes providing concrete recommendations and, where appropriate, proposed text for the funding proposal and related documents to ensure that the project is socially inclusive, gender-responsive, culturally appropriate and responsive to the needs of women, girls, Mbororo communities and other vulnerable groups.

The contractor shall also identify implementation-relevant issues that need to be considered in project design, including staffing, budget, procurement, monitoring, grievance redress, stakeholder engagement, Indigenous Peoples engagement, gender mainstreaming and capacity development needs of GIZ, executing entities and implementing partners. The contractor shall present these findings to the GIZ Project Development Team in a working session to support timely integration into the project design.

Deliverables Task 8:

- a. Implementation-relevant findings note summarising key safeguards, Indigenous Peoples, gender and stakeholder engagement issues to be reflected in project design, implementation arrangements, budget, logframe and monitoring system.
- b. Written inputs for the funding proposal on safeguards, Indigenous Peoples and gender integration, including advice on relevant sections of the feasibility study and other proposal annexes.
- c. Presentation and working session with the GIZ Project Development Team and other consultants on main findings, project design implications and capacity development needs.

Task 9: Support during GCF, iTAP, Board review processes

The contractor shall support the GIZ project development team in responding to comments, questions, requests for clarification and revision requirements received from the GCF Secretariat, iTAP, Board-related review processes and other reviewers during the funding proposal review and approval process.

This shall include reviewing comments related to environmental and social safeguards, Indigenous Peoples, gender and stakeholder engagement; assessing their implications for the ESIA, ESMP, Indigenous Peoples Assessment, Indigenous Peoples Plan, Gender Assessment, Gender Action Plan, Stakeholder Engagement Plan, funding proposal and relevant annexes; and preparing technically sound written responses and proposed revisions.

The contractor shall provide written inputs on short notice where required, participate in technical discussions, support the preparation of consolidated response matrices, and revise relevant deliverables under this assignment in line with GCF, iTAP and other reviewer feedback. Where comments affect other parts of the funding proposal package, the contractor shall recommend corresponding adjustments to ensure consistency across the funding proposal and all annexes.

The contractor shall ensure that all responses and revisions adequately address reviewer concerns, remain aligned with GCF and GIZ requirements, and preserve consistency between the safeguards, Indigenous Peoples, gender and stakeholder engagement documents and the overall project design.

Deliverables Task 9:

- a. Written responses to comments and questions from the GCF Secretariat, iTAP, Board-related review processes and other reviewers.
- b. Updated response matrix consolidating reviewer comments, proposed responses, agreed actions and status of revisions.
- c. Revised assessments, plans and related deliverables under this assignment, where required.
- d. Recommendations for adjustments to the funding proposal, feasibility study, logframe, budget, implementation arrangements or other annexes arising from reviewer feedback.

Certain milestones, as laid out in the table below, are to be achieved during the contract term:

Task	Milestones/deliverables	Deadline
1: Inception, document review and compliance framework	a. Inception report, including proposed approach, work plan, timeline and coordination arrangements. b. Review note on existing templates including recommendations for project-specific adjustments. c. Harmonisation note covering terminology, geographic scope, stakeholder categories, baseline parameters, risk language and quality criteria across all documents. d. Initial gap assessment note identifying priority issues requiring clarification, additional evidence or project design adjustments.	Week 1-2
2: Capacity building and onboarding of national consultants	a. Reference materials on relevant GCF and GIZ requirements. b. Presentation materials covering safeguards, Indigenous Peoples, gender, stakeholder engagement, grievance redress, ethical data collection and documentation standards. c. Short guidance note on preparing GCF-compliant assessments, management plans and stakeholder engagement documentation. d. Completed virtual onboarding session with national consultants	Week 3-4
3: Guidance and quality assurance for field consultations	a. Reviewed and approved field consultation plans, including regional coverage, stakeholder groups, sampling approach and consultation schedule. b. Mbororo engagement protocol. c. Fieldwork quality-assurance checklist. d. Interim fieldwork review note identifying emerging gaps, risks and corrective actions.	Week 6-10
4: Quality assurance and	a. Reviewed ESIA and ESMP drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation.	Week 11–16

consolidation of the ESIA and ESMP	b. Consolidated ESIA and ESMP versions ready for submission to GCF. c. Final quality-assurance checklist and written confirmation of readiness.	
5: Quality assurance and consolidation of the Indigenous Peoples Assessment and Indigenous Peoples Plan	a. Reviewed Indigenous Peoples Assessment and Indigenous Peoples Plan drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation. b. Consolidated Indigenous Peoples Assessment and Indigenous Peoples Plan versions ready for submission to GCF. c. Final quality-assurance checklist and written confirmation of readiness.	Week 11–16
6: Quality assurance and consolidation of the Gender Assessment and Gender Action Plan	a. Reviewed Gender Assessment and Gender Action Plan drafts, including detailed comments, tracked proposed revisions and recommendations for finalisation. b. Consolidated Gender Assessment and Gender Action Plan versions ready for submission to GCF. c. Final quality-assurance checklist and written confirmation of readiness.	Week 11–16
7: Quality assurance and consolidation of the Stakeholder Engagement Plan	a. Reviewed Stakeholder Engagement Plan draft prepared by the national consultants, including detailed comments, tracked proposed revisions and recommendations for finalisation. b. Grievance redress mechanism quality review, including recommendations for accessibility, confidentiality, non-retaliation and SEAH-sensitive procedures. c. Mbororo engagement and disclosure checklist. d. Consolidated Stakeholder Engagement Plan ready for submission to GCF. e. Final Stakeholder Engagement Plan quality-assurance checklist and written confirmation of readiness.	Week 11–16
8: Cross-document coherence, integration into project design and implementation readiness	a. Implementation-relevant findings note summarising key safeguards, Indigenous Peoples, gender and stakeholder engagement issues to be reflected in project design, implementation arrangements, budget, logframe and monitoring system. b. Written inputs for the funding proposal on safeguards, Indigenous Peoples and gender integration, including advice on relevant sections of the feasibility study and other proposal annexes. c. Presentation and working session with the GIZ Project Development Team and other consultants on main findings, project design implications and capacity development needs.	Week 16–21

9: Support during GCF, iTAP, Board and other review processes	a. Written responses to comments and questions from the GCF Secretariat, iTAP, Board-related review processes and other reviewers. b. Updated response matrix consolidating reviewer comments, proposed responses, agreed actions and status of revisions. c. Revised assessments, plans and related deliverables under this assignment, where required. d. Recommendations for adjustments to the funding proposal, feasibility study, logframe, budget, implementation arrangements or other annexes arising from reviewer feedback.	As per GCF review windows after FP package submission
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The progress of the different tasks shall be discussed in regular online coordination meetings between the GIZ project development team and the contractor.

Period of assignment: from **October 2026** until **31st March 2027**.

All services under this assignment shall be performed remotely from the expert's country of residence. The contractor will not lead or conduct in-country data collection. Fieldwork and consultations on the ground will be carried out by national consultants contracted separately.

3. Concept

Technical-methodological concept

Strategy (1.1) The tenderer is required to show how the objectives defined in Chapter 2 are to be achieved (1.1.1), under consideration of further specific method-related requirements, the tenderer presents and justifies the explicit strategy with which it intends to provide the services for which it is responsible (see Chapter 2 Tasks to be performed) (1.1.2).

The tenderer is required to present the actors relevant for the services for which it is responsible and describe the **cooperation (1.2)** with them.

The tenderer is required to describe the key **processes** for the services for which it is responsible and create an **operational plan** or schedule (1.4.1) that describes how the services according to Chapter 2 (Tasks to be performed by the contractor) are to be provided. In particular, the tenderer is required to describe the necessary work steps and, if applicable, take account of the milestones and **contributions of other actors** (national consultant contributions) in accordance with Chapter 2 (Tasks to be performed) (1.4.2).

Project management of the contractor (1.6) The tenderer is required to explain its approach for coordination with the GIZ project development team (1.6.1.) and with the national consultants team (1.6.2).

Approach and principles:

- Integrated compliance: Apply GCF's revised Environmental and Social Policy and ESMS (interim IFC PS1–PS8), Indigenous Peoples Policy, Gender Policy, stakeholder engagement guidance and the Information Disclosure Policy as one

integrated package, not stand-alone annexes. Ensure proportionality to the confirmed E&S risk category.

- Division of labour: National teams draft and conduct consultations; the contractor sets the methodological framework, backstops fieldwork quality, provides targeted inputs, performs quality assurance (QA), and consolidates final submission-ready documents.
- Cameroon and Mbororo context: Tailor methods to the savanna highlands (North-West, West, Adamawa). Ensure culturally appropriate approaches for Mbororo communities (including women, youth, elders, persons with disabilities and transhumant pastoralists).

Methodological building blocks:

- Inception: Map applicable GCF/GIZ/national requirements; define proportionality (ESIA vs. ESMF); agree tables of contents; set QA and disclosure checkpoints and language needs.
- Field consultations QA: Approve national teams' consultation plans; set documentation standards; ensure dedicated, culturally appropriate engagement with Mbororo groups; require secure handling of sensitive data.
- Document-specific methods:
 - ESIA/ESMF/ESMP: Risk/impact identification; mitigation hierarchy; cumulative impacts as relevant; PS1–PS8 alignment; practical, costed ESMP measures with indicators, roles and schedules.
 - IPA/IPP: Screen against GCF IP criteria; assess collective attachment, mobility/transhumance, land/resource access, customary institutions; determine FPIC needs and process; define culturally appropriate measures, grievance and participatory monitoring.
 - GA/GAP: Gender analysis linked to climate rationale and AFOLU context; GAP mirrors FP results framework with baselines, targets, indicators, responsibilities, timelines and budgets; integration into logframe, budget, procurement and implementation arrangements.
 - SEP/GRM: Stakeholder and rights-holder mapping; inclusive, gender-responsive, culturally appropriate engagement modalities; disclosure plan; functional, confidential, non-retaliatory project-level GRM including SEAH-sensitive procedures and clear referral to AE/GCF mechanisms.
- Coherence and integration: Maintain a cross-document consistency matrix; ensure ESMP, GAP, IPP and SEP measures are reflected in FP narrative, logframe and budget; align indicators, terminology and risk language; propose FP text where necessary to close gaps.
- QA and iteration: Use structured QA checklists and comment matrices; distinguish mandatory compliance vs. technical vs. editorial issues; track dispositions to closure; prepare disclosure evidence and ESS disclosure form.

Other specific requirements (1.7)

For all tasks and deliverables of this assignment, the contractor will ensure to:

- Follow GIZ and GCF guidelines and base her/his work on up-to-date GIZ and GCF templates. Specific attention should be given to compliance with GCF requirements and guidelines.
- Applicable local and national (Cameroonian) regulations and requirements concerning environmental and social impact assessments and associated disclosure and stakeholder engagement, relevant international conventions and protocols referenced by national legislation, other applicable and widely accepted industry standards (including but not limited to) concerning stakeholder consultations shall be observed.
- Submit all documents to GIZ in English language, in a well-written, structured form using clear and concise language, avoiding excessive use of passive voice as well as complex, convoluted sentences and textual ambiguities. The aim is to make the content as accessible as possible to a broader audience. This includes the use of short sentences. All documents shall be complete, proofread, and well-formatted. Abbreviations are to be spelled out at first use and technical terms are to be explained.

4. Personnel concept

The below specified qualifications represent the requirements to reach the maximum number of points in the technical assessment.

4.1. Key expert (individual)

Senior expert providing technical backstopping, methodological guidance and independent QA across ESS, Gender and Indigenous Peoples documents; consolidates and finalizes submission-ready deliverables; supports GIZ in Secretariat/iTAP review cycles.

The key expert performs the tasks from their country of residence and is available for remote coordination (online meetings, document reviews, and written inputs).

Tasks of the key expert

- Provide technical backstopping and methodological guidance for ESS, IP, gender and stakeholder documents
- Coordinate and review national consultants' work; provide guidance and timely feedback
- Ensure full risk/impact assessment and inclusion of Mbororo communities
- Make stakeholder engagement meaningful, inclusive, gender-responsive and well documented
- Verify measures are practical, costed, time-bound and integrated into FP design, budget, logframe and M&E
- Ensure consistency across all documents and the overall FP package
- Deliver submission-ready products for GIZ/GCF review and public disclosure
- Flag compliance gaps early and propose design adjustments
- Support PDT with responses and revisions to reviewer comments

Qualifications of the key expert

- Education/training (2.1.1): Master's degree (or German Diplom) in Environmental/Social Sciences, Development Studies, Environmental Engineering, Natural Resource Management, Climate Change or a closely related field
- Language (2.1.2): English C2 (CEFR) required; French desirable (B2+ preferred) for Cameroon context.
- General professional experience (2.1.3): ≥10 years in environmental and social risk management for international development/climate finance with strong focus on adaptation and resilience.
- Specific professional experience (2.1.4) minimum 10 years:
 - Demonstrated, cross-cutting expertise across all three domains: Environmental and Social Safeguards (IFC Performance Standards PS1–PS8), Gender (GCF Gender Policy), and Indigenous Peoples (GCF Indigenous Peoples Policy/PS7).
 - Track record of developing and/or reviewing 50+ safeguards/gender/IP deliverables (e.g. ESIA/ESMF/ESMP, GA/GAP, IPA/IPP, SEP/GRM) for IFIs or climate funds, of which at least 25 are aligned with GCF requirements or other PS-based systems.
 - Strong sector experience in AFOLU (agriculture, agroforestry/forestry, pastoralism) and climate adaptation/resilience; familiarity with climate information and early warning systems is an asset.
 - Proven ability to apply proportionality for Category B/C projects and to translate assessments into practical, costed and time-bound management/action plans integrated into FP narrative, logframe, budget and implementation arrangements.
 - Verified experience coordinating and QA-reviewing national consultant teams and consolidating complex annex packages into submission-ready deliverables.
- Regional/ context experience (2.1.6): Work experience in Sub-Saharan Africa; familiarity with Indigenous Peoples in Central/West Africa and pastoralist mobility/transhumance issues is an asset.
- Development cooperation (DC) experience (2.1.7): 7 years of experience in international development cooperation or development finance projects.

5. Costing requirements

Assignment of personnel

Expert international: 30 expert days

No travel is planned.

6. Inputs of GIZ or other actors

GIZ and/or other actors are expected to make the following available:

- GIZ will make available to the contractor all documents, templates etc. referred to in these ToR (mainly the annotated tables of content for ESIA, ESMP, SEP, IPA, IPP, GA, and GAP) at the beginning of the assignment.
- GIZ will provide access to all relevant GIZ guidelines, templates and documents that are mentioned in these ToR.
- GIZ will facilitate engagement with national consultants

- GIZ will provide contacts and/ or introduction letters or similar means to facilitate interaction with partners, if needed.
- GIZ will facilitate draft contents of the FP and other technical annexes as required

7. Requirements on the format of the bid

The structure of the bid must correspond to the structure of the ToRs. In particular, the detailed structure of the concept (Chapter 3) is to be organised in accordance with the weighted criteria in the assessment grid. It must be legible (font size 11 or larger) and clearly formulated. The bid is drawn up in English language.

The complete bid shall not exceed 5 pages (excluding CV).

The CVs of the personnel proposed in accordance with Chapter 4 of the ToRs must be submitted using the format specified in the terms and conditions for application. The CVs shall not exceed 4 pages. The CVs must clearly show the position and job the proposed person held in the reference project and for how long. The CVs must be submitted in English language.

Please calculate your price bid based exactly on the aforementioned costing requirements. In the contract the contractor has no claim to fully exhaust the expert days, travel, workshops and workshop budget as these shall be agreed in the contract as 'up to' amounts. The specifications for pricing are defined in the price schedule.

8. Annexes

- Project summary