**In-country additional technical advisory capacity for grant funded projects**

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| SNV needs to identify advisory capacity, both internal as external, that will allow a swift and solid origination process of concrete business propositions under the DFCD. Therefore, SNV will make an inventory of advisory capacity available in the countries where initial business ideas have been identified and taken in under the DFCD OF. This will be done both internally (“in-house”, assessing availability of SNV advisors in specific country program,) as well external consultants. Priority will be given to SNV in-house capacity.**Priority countries:** Vietnam, Indonesia, Bangladesh, Kenya, Zambia, Ghana, Mali, (tbd during first semester 2022 Uganda and/or Ethiopia) |

The Dutch Fund for Climate and Development (DFCD) will (i) provide finance and Technical Assistance (TA) to business case projects with a focus on climate change adaptation; (ii) mobilize external private sector funding at scale; and (iii) align directly with DFCD Theory of Change (ToC). A substantial allocation of investments will be reserved for OECD DAC Least Developed Countries (LDCs) and other Netherlands development cooperation priority countries (collectively, ‘the focus countries’). Investments made by the consortium parties will seek to improve the wellbeing, economic prospects and livelihoods of vulnerable groups – particularly women and children – and, enhance the health of critical ecosystems – from water basins to rivers, tropical rainforests, marshland and mangroves. The consortium’s activities will also help protect communities and cities from the increasing frequency of extreme weather events and benefit depleting biodiversity in areas that provide people with water, food, medicine and economic opportunity.

SNV is part of the Origination Facility (OF) which is collectively managed with WWF-NL. The OF will work with companies (sponsors) to turn initial ideas into bankable business cases. A lack of early stage project preparation has been repeatedly recognised as a critical barrier to increasing investment flows. For private sector adaptation challenges are often particularly acute for their core business, as understanding of climate risks is limited and there is a need for working closely with potential project developers. The facility will support projects to the stage where they can then be picked up at low transaction cost by either of the DFCD water or land use investment facilities or undertaken by others. This support consists of Technical assistance accompanied with grant funding up to EUR 350K

SNV is looking for expression of interest of national consultants to provide advisory services in the following themes:

1. **Preliminary Environmental & Social Safeguards assessment**

The following tasks are to be performed under the guidance and supervision of SNV’s DFCD country project management advisor and environmental and social safeguards specialist, and in consultation with company/sponsor designated staff to the origination project.

1. Desk-based analysis of Company business model, approach, systems and available data, as well as other relevant secondary environmental and social data from both sites (e.g. district/commune socio-economic statistics, land use etc.)
2. Desk-based review of national legislation and local policies/regulations applicable to Company’s business model e.g. regarding land acquisition and land use for hi-tech horticulture, EIA, labour standards, etc.
3. Development of an ESA approach and methodology considering IFC Performance Standards requirements, gender equality aspects
4. Conduct a review of Company’s existing ESMS – company policies, procedures, standards for the management of environmental and social risks.
5. Site visits/field surveys to conduct interviews and collect primary data.
6. Local stakeholder consultations and presentations of findings (with local authorities, communities, neighbouring businesses)
7. Elaboration of an Environmental and Social Management Plan (ESMP) including recommendations for the improvement of Company’s ESMS, as well as strategies for maximising positive environmental and social impacts (e.g. contributions to ecosystem restoration in the wider landscape, social benefits such as jobs/employment opportunities for local people/ethnic minorities and women in the supply chain).
8. Presentation of ESMP to Company and other relevant stakeholders (as appropriate or necessary)
9. Preparation of a draft ESMS document that responds to the IFC Performance Standards and addresses relevant ESG issues. The document may cross-refer to other documents/systems that Company may already have e.g. Company HR policy, environmental monitoring system etc.
10. Preparation of an in-house training manual/guidelines and associated presentations, training materials on environmental and social management i.e. the draft ESMS document. Delivery of 1-2 day training to Company staff.
11. Work with SNV and other DFCD project advisers to ensure the integration of Environmental and Social considerations in the design of business investment proposals.

Qualifications and experience:

* Have at least MSc. in a relevant discipline e.g. agriculture/environmental science, anthropology, international development.
* Have least 3 years relevant experience in the performance of similar assignments (ESA, gender assessments) in relation to agriculture and rural development projects
* Demonstrable familiarity with relevant international standards and safeguards frameworks (especially the IFC Performance Standards)
* Demonstrable experience in the performance of similar assignments advising private sector agribusinesses on ESG aspects and ESMS is highly desirable and experience in the hi-tech horticulture sector is an advantage
1. **Gender and Social Inclusion**
2. Desk-based review of national legislation and local policies/regulations applicable to Company’s business model e.g. regarding gender equality.
3. Elaboration of a Gender Action Plan (GAP). The GAP shall be a brief document intended to complement the ESMP indicating specifically how gender equality is addressed within the broader remit of social inclusion in the business model/project. Additional activities to promote gender equality or women’s economic empowerment (WEE) could also be included where feasible.
4. Presentation of GAP to Company and other relevant stakeholders (as appropriate or necessary)
5. Preparation of an in-house training manual/guidelines and associated presentations, training materials on GAP. Delivery of 1-2 day training to Company staff
6. Work with SNV and other DFCD project advisers/consultants to ensure the integration of gender and social inclusion considerations in the design of business investment proposal.
7. Facilitate meetings with key stakeholders in specific landscape as to inform and assess business investment propositions

Qualifications and experience:

* Academic degree (preferably Msc) in social sciences, natural resource management and/or related themes ;
* Minimum of 3 years working experience related to Gender inclusion and multistakeholder approaches
* Working experience in an international environment is a plus.

For both profiles:

Personal skills:

* Strong analytical and risk assessment skills, including financial modelling skills;

• Ability to build productive internal and external working relationships

• Displays a strong service and client orientation;

• Strong team player;

• Good networking skills;

• Pro-active work attitude and 'can do', solution-oriented attitude;

• Strong skills in planning, administration, organising and prioritising;

• Risk aware and able to escalate issues when necessary;

• Excellent English communication skills, both written and verbal;

• Affinity with SNVs mission

For more information on the DFCD: [www.thedfcd.com](http://www.thedfcd.com)