



Terms of Reference for Consultancy for Strengthening Spatial Data Management In WWF Mozambique

BACKGROUND

WWF Mozambique Country Office (WWF-MCO) has been a key conservation actor in the country since the early 2000s, contributing to the establishment of conservation areas, empowering local communities to engage in sustainable resource governance, and informing national environmental policy. Over the past two decades, WWF-MCO has played a central role in advancing sustainable resource management and biodiversity protection across the country. Under the Office Strategic Plan (OSP) 2026–2030, WWF Mozambique aims to ensure sound management and responsible stewardship of the country's biodiversity for present and future generations. To achieve this ambition, WWF-MCO defined three core conservation pillars that together promote a nature-positive, inclusive, and sustainable future, namely: (1) Inclusive conservation of habitats and species; (2) Sustainable and equitable livelihoods and (3) Greening the footprint of economic development. The OSP 2026-30 has an emphasis on generating strong and concise evidence to measure progress, prove impact and document lessons learned. Therefore, WWF-MCO seeks to hire a Spatial Data Management Consultant, to support managing WWF-MCO Geographical Information Systems (GIS), including spatial data collection, analysis, visualization through dashboards, and cartographic production.

WWF-MCO's conservation programme aligns with WWF's Global Goals and Roadmap 2030, and Mozambique's national development and environmental management priorities. The strategy seeks to deliver measurable 2030 outcomes in marine and terrestrial ecosystem protection, community governance, restoration, law enforcement, sustainable livelihoods, climate resilience, clean energy access, and effective policy and advocacy. Strengthening spatial data management enables better measurement of Roadmap 2030 contributions.

Despite strong technical expertise across programmes, the need for better spatial data management is increasing and requires dedicated attention and coordination. To remain competitive and sustain programming at scale, WWF-MCO aims to further enhance its capacity to systematically collect spatial data, perform effective data geoprocessing, develop innovative visualization and storytelling maps, and inform field interventions with accurate cartographic productions.

OBJECTIVES OF THE CONSULTANCY

To strengthen WWF Mozambique's capacity in spatial data management, geospatial analysis, cartographic production, and spatial monitoring by ensuring high-quality, secure, and accessible spatial data that supports conservation planning, monitoring, decision-making, reporting, communication, and donor accountability across WWF-MCO programmes and projects.

Specific objectives

1. Strengthen WWF Mozambique's spatial data management systems by ensuring spatial datasets are accurate, standardized, secure, and readily accessible for programme implementation and decision-making.
2. Enhance evidence-based conservation planning and monitoring through the application of GIS, remote sensing, and spatial analysis across terrestrial, freshwater, and marine programmes.
3. Improve integration of spatial information within WWF-MCO's Monitoring, Evaluation, and Learning (MEL) systems to support tracking conservation outcomes, impact measurement, and donor reporting.
4. Strengthen the production and use of cartographic and spatial visualization products to support communication, advocacy, fundraising, reporting, and knowledge management.
5. Build and sustain GIS capacity across WWF-MCO programmes and staff by providing technical support, guidance, and promotion of good practices in spatial data collection, management, analysis, and sharing.

SCOPE OF WORK AND METHODOLOGY

Scope of work

The consultant will work closely with the Conservation Programme and project teams, Communications, Finance, MEL, Risks management, and Safeguards units to strengthen WWF-MCO's capacity in spatial data management. While the consultant will provide technical support in several workstreams, tasks will be undertaken in close coordination with internal teams and external partners to ensure alignment with WWF standards.

- **Manage and maintain WWF Mozambique's spatial data systems**, including GIS databases, metadata, data quality assurance, version control, and secure storage of spatial information.
- **Conduct GIS and remote sensing analyses** to support conservation planning, biodiversity monitoring, habitat restoration, landscape and seascape management, and evidence-based decision-making.

- **Integrate spatial data into Monitoring, Evaluation and Learning (MEL) systems**, supporting tracking of conservation indicators, impact measurement, reporting, and learning processes.
- **Develop high-quality maps, dashboards, and spatial visualization products** for reports, proposals, communications, advocacy, fundraising, management and decision-making.
- **Provide GIS technical support and capacity strengthening** to WWF staff and partners through guidance, training, development of SOPs, and promotion of best practices in spatial data collection, analysis, sharing, and governance.

Methodology

The Spatial Data Management Consultant will carry out tasks using a practical and standards-based approach, working closely with WWF Mozambique program teams. The methodology will include: Collecting and compiling spatial data from field activities, partners, and existing sources using agreed GIS standards; Managing and updating spatial datasets with proper projections, metadata, and quality checks; Conducting basic to intermediate GIS analysis to support conservation planning, monitoring, and reporting; Producing clear, accurate maps and spatial outputs for reports, proposals, and communication materials; Collaborating with conservation, MEL, and communications staff to respond to spatial data needs; and Applying WWF data policies to ensure ethical use, security, and confidentiality of sensitive spatial data.

DELIVERABLES

By the end of the 12-month contract, the Spatial Data Management Consultant is expected to have:

- **An inception report and annual workplan developed and approved** within the first month, including spatial data inventory, priority deliverables, GIS governance protocols, and implementation schedule.
- **A centralized GIS database and spatial data repository established and maintained**, containing 100% of WWF-MCO priority spatial datasets, with metadata and version control applied to all datasets.
- **At least 12 spatial analyses and technical GIS products** produced (minimum one per month) to support conservation planning, biodiversity monitoring, restoration initiatives, project design, and decision-making.
- **Spatial data integrated into WWF-MCO MEL systems**, with 100% of GIS-related indicators updated as required and spatial evidence provided for all relevant donors and programme reports.

- **At least 20 high-quality maps and 3 interactive dashboards or visualization products** developed and maintained for reporting, communications, advocacy, fundraising, and knowledge management purposes.
- **At least 2 GIS capacity-building sessions delivered, and 5 GIS tools developed** (e.g., SOPs, templates, guidance notes, or data collection tools), while providing ongoing GIS technical support to programme teams.

DURATION AND TIMING

The consultancy will run for 12 months, with an estimated effort of 16 working days per month. A detailed work plan with timelines will be agreed upon during the inception phase. The consultant is expected to have regular follow up meetings with WWF team – frequency and duration of those meetings can be proposed by the consultant.

LOGISTICAL SUPPORT AND OTHER INFORMATION

WWF-MCO will provide:

- Access to internal documents, strategic plans, donor files, and templates.
- Coordination with internal teams and support in scheduling meetings with stakeholders.
- Access to meeting room if relevant and agreed in advance.
- Oversight and technical guidance.

The consultant shall be responsible for:

- Their own workspace and equipment.
- Communication costs.
- Any travel, unless pre-approved by WWF and reimbursed according to policy.

ASSIGNMENT WORKSTATION

The consultant may work remotely, however spending at least 2 days a week at WWF Mozambique Office, with availability for in-person meetings in Maputo office and occasional field missions if relevant and agreed in advance.

ELIGIBILITY/ QUALIFICATION OF CONSULTANTS

REQUIRED QUALIFICATIONS

- A Degree in Geographical Information Science, Social Sciences, Biological Science,

Ecology, Forest Engineering, or development or conservation related subject.

- Minimum 3 years of experience in GIS, spatial data management, remote sensing and cartographic production.
- Demonstrated experience managing geospatial databases and producing GIS products for conservation, natural resource management or development programmes.
- Strong GIS, remote sensing and documentation skills.
- Excellent organizational skills and attention to detail.
- A strong interest in conservation and a desire to grow and develop skills in GIS.
- Skills in Microsoft tools (e.g. Power Point, Power BI), or similar software for creating engaging presentations for reports, meetings, and workshops, is an advantage.
- Proficiency in tools such as ESRI software, QGIS, Google Earth Pro, Google Earth Engine, Kobo collect.
- Ability to work independently and collaboratively in a dynamic team environment.
- Great written and verbal communication skills in Portuguese and English.
- Ability to self-manage and deliver assigned tasks on time.

OTHER SKILLS AND COMPETENCIES

- Excellent interpersonal skills, good team player, and ability to work in multidisciplinary teams, including the ability to develop and maintain strong relationships at all levels.
- Adheres to WWF's values, which are: Courage, Integrity, Respect and Collaboration.
- Adheres to WWF's behaviours', which are: Striving for Impact, Listen Deeply, Collaborate Openly, and Innovate Fearlessly.

APPLICATION

Interested candidates must submit the following to concursos@wwf.org.mz, with the subject line: "Consultancy – Spatial Data Management", by 7th September 2026 at 16:30 Maputo time, with:

Technical Application / Proposal

- Cover letter demonstrating understanding of the TORs and suitability.
- Description of proposed methodology and approach.
- At least three examples of relevant past work.
- CV(s) of key personnel.

Financial Proposal - indicating detailed breakdown of costs for the different tasks and justifications and daily consultancy fees. All amounts must include applicable taxes; if the

consultant is not registered for tax purposes in Mozambique, a 20% withholding tax will be applied. The financial proposal shall be submitted in a separate document from the technical proposal in USD.

Applications must be submitted in English. Only shortlisted candidates will be contacted for interviews and presentations.

EVALUATION OF APPLICATIONS

Applications will be evaluated based on the following criteria:

Criteria	Weight
Understanding and technical soundness of methodology	40%
Relevant experience and expertise of consultant	30%
Past performance on similar assignments	20%
Financial offer	10%