



TERMS OF REFERENCE

CONSULTANCY ASSIGNMENT: DOCUMENTING LESSONS FROM IMPLEMENTATION OF LOCAL AREA MANGROVE MANAGEMENT PLANS, ECOSYSTEM-BASED ADAPTATION AND DISASTER RISK REDUCTION IN RUMAKI SEASCAPE, TANZANIA.

1. BACKGROUND INFORMATION

The activity for this assignment is implemented in the South-West Indian Ocean (SWIO) Region in the countries of Mozambique and Tanzania. In Tanzania, the project is implemented in six villages in the Rufiji-Mafia-Kibiti-Kilwa Biosphere Reserve, specifically in Mafia, Kibiti, and Kilwa districts. In Mozambique, the project is implemented in Nova Mambone Village, Govuro District, Inhambane Province (Govuro Seascape). The Project seeks to strengthen community management of mangrove resources and climate change adaptation in the mangrove ecosystems. The project's overall outcome states that, ***by the end of 2025, the resilience of coastal communities and ecosystems to climate change will be strengthened***. The project impacts are achieved through three outcomes:

- **Outcome 1:** *Local and national institutions in Mozambique and Tanzania committed to and adopted policies and legislation that recognise the rights of local communities to manage, use and benefit from mangroves.*
- **Outcome 2:** *Sustainable management of mangroves supported effective ecosystem-based climate change adaptation solutions for coastal communities in Mozambique and Tanzania.*
- **Outcome 3:** *Sustainable community-led enterprises are established, and enabling conditions are in place to support communities managing mangroves beyond the project.*

Through the project, the mangrove coastal communities are expected to own the management process, gain rights to manage and benefit from mangrove resources, with reduced vulnerability to climate-related risks and sustainability for the mangrove-dependent coastal communities in Mozambique and Tanzania. The project duration is 3 years (January 2023 - December 2025), and it is coming to an end in **December 2025**. In the Tanzanian side, the project has been of its own kind; it combines conservation and livelihood activities and, above all, promotes the formation of Community-Based Organizations (CBOs) in undertaking various management and restoration of mangrove resources. The value of this has been shown with growing interest in requesting to share lessons about the seascape.

This consultancy is designed to achieve the following.

2. MAIN OBJECTIVE OF THE CONSULTANCY

The main objective is to systematically document practical lessons, successes, and challenges from the implementation of local mangrove management plans that integrate Ecosystem-Based Adaptation and Disaster Risk Reduction across six villages in three districts. The documentation will inform future programming, policy advocacy, and replication of best practices.

3. SPECIFIC OBJECTIVES

- a. Review the previous mangrove reports from the project as well as other related mangrove activities in the RUMAKI Seascape area and beyond to understand the implementation approach, success and challenges.
- b. Review the development of the community-led mangrove management plans process, implementation and the outcomes, including the engagement of Local government authorities through the endorsement process.
- c. In each of the villages, review their work plan implementation status by checking the plan and activities undertaken on the ground.
- d. Find out factors contributing to the success and failures in implementing the plan (internal and external) including the technical capacity of the groups such as CBOs, BMUs and Village Natural Resources Committee (VNRC): Such as leadership capacities, groups composition, training and capacity building undertaken and applied in their community including exchange visits, lessons from other groups, monitoring processes, incentives gained, financial management skills, report writing and related aspects for gauging group efficiency and effectiveness
- e. Assess (to what percentage) whether the Climate-responsive mangrove management plans developed are aligned with active and inclusive engagement of local communities and other key stakeholders (e.g, local CSOs, government and private sector), which includes a specific focus on gender equity and the rights of the most marginalised within a community
- f. Assess to what extent the plan is promoting user-rights management systems and if communities feel that the plan is owned by them and making changes to resource ownership, access and use
- g. Find out the capacity of Village Natural Resources Committee (VNRCs) VS Beach management Units in understanding and implementation of local area mangrove management plans and how the two institutions relate.
- h. Investigate the value for money and the efforts taken to make the plans and the ground reality
- i. Identify risk adaptation measures, risk reduction and community resilience in the mangrove communities.
- j. Propose the best approach to ensure the plans are implemented efficiently and effectively and draw lessons (good and bad) for scaling out.

4. SCOPE OF THE WORK

The activity will be undertaken in 6 project locations in Mafia, Kibiti and Kilwa. The consultant(s) will be responsible for collecting information from various stakeholders and rights-holders from the districts to the villages. Moreover, the consultants will be required to visit the Tanzania Forest Service and other related government and NGOs to inquire about various aspects related to the assignment.

5. METHODOLOGICAL APPROACH

The consultant should deploy different methodologies while undertaking this assignment. The following are important to consider while travelling to different project sites.

- Conduct literature review for the past reports concerning BMUs, CFMA and VNRC engagement in the management of the ocean resources.

- Conduct Focus Group Discussions (FGDs) with grassroot institutions who are responsible for making the management plan (BMU, coordination committee, CBOs and VNRC) and representatives of user groups at the community level.
- Conduct Key informant interviews (KII) with potential individuals, including people from NGOs who implement similar work with BMU/VNRC, CBOs in the coastal communities, e.g Mwambao and Seasense.
- Engage local communities, local leaders in the respective villages to see how the engagement and implementation of the plan are widely understood at the local level. This should involve men, women and youth.
- Any other method that the consultant will see fit.

6. EXPECTED OUTPUTS

1. A well-written report stipulating the item specified in the objectives above
2. Inception report to be submitted immediately after signing the contract
3. Final report – validated at stakeholders meeting
3. Summary of recommendations and actions
4. At least 40 pictures with high resolution taken while undertaking this assignment

7. CONSULTANT QUALIFICATION AND EXPERIENCE

- I. The following qualifications are proposed: Holder of post-graduate studies on Environmental Management, Marine Science, Climate Change Adaptation, Natural Resource Governance and any other related field ((PhD is an added advantage).
 - Proven experience in documentation, participatory processes, and knowledge on community based natural resource management projects
 - Strong understanding of mangrove ecosystems, EbA, and DRR concepts.
 - Ability to work and engage with local communities, CBOs, and government stakeholders.
 - Proven experience in developing the national and community-led mangrove management plans
 - Excellent analytical, writing, and communication skills.

8. DURATION AND SUPERVISION

- Duration: 1.5 months (45 calendar days)
- Location: Six villages in Somanga (both North and South), Marendego (Kilwa district), Mchungu and Msindaji (Kibiti district), Jimbo and Kanga (Mafia district).
- The activity will be undertaken under the supervision of Project Executant (Mangrove) and Seascape Programme Lead.

9. SCHEDULE OF PAYMENT

The payment will be paid in two instalments:

1st Instalment 60% paid upon submission of the inception report.

2nd Instalment 40% upon submission of the final report

10. APPLICATION PROCEDURE

Interested candidates should submit the following:

1. A technical proposal (maximum 8 pages) outlining the understanding of the assignment, methodology, and work plan.
2. A financial proposal indicating all-inclusive costs in TZS (professional fees, travel, field costs).
3. Updated CV(s) with relevant experience and references.
4. Declaration of any conflict of interest.

Applications should be sent to procurement@wwftz.org by 19th August 2025 at 5:00 PM EAT. Hard copies can also be delivered to the WWF TCO office.

11. ETHICAL CONSIDERATION

The consultant must adhere to WWF's policies on ethical conduct, safeguarding, and zero tolerance for fraud or corruption. Any incident should be reported to fcci@wwftz.org.