



Resilience building
as climate change adaptation
in drought-struck South-western
African communities (Angola, Namibia)

ADSWAC Project

**Recruitment of an individual consultant for the design and
support to implementation of sustainable community
fisheries**

**Target Areas: Angola (Savate, Cuangar, Calai, Dirico) and
Namibia (Kavango East and West)**

REE - TERMS OF REFERENCE

June, 2025

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1. Background

The **overall objective** of the “Resilience Building as Climate Change Adaptation in Drought-Struck South-Western African Communities” ADSWAC Project is to enhance the adaptation capacity and resilience of communities to climate change impacts and variability in the transboundary region between Angola and Namibia.

The **specific objectives** of the project are to:

- Enhance local, sub-national, and regional capacities to adapt and respond to climate change risks in the cross-border area of Angola and Namibia;
- Build organizational and technical capacity for climate-resilient production and water management;
- Improve food security in response to climate change impacts amongst rural and vulnerable communities in Cuando & Cubango Provinces and the Regions of Kavango East and Kavango West.

The **expected results** of the project are:

- Awareness and ownership of the targeted populations' adaptation and climate risk reduction processes enhanced via 6 Climate Change Action Centers.
- Capacity building at the sub-national, national, and regional level to adapt to climate change risks and variability in the agriculture and water sectors strengthened,
- Productivity, livelihood diversification, and income of the targeted population groups upscaled,
- Food security of 10.000 smallholder farmers' households improved,
- Reduced exposure of the targeted farmers to the impact of drought and prolonged dry spells on agricultural production.

2. PURPOSE AND OBJECTIVES

Output 3.1.3: Improved and sustainable fisheries are supported

This consultancy will contribute to the development of a coordinated strategy and implementation support for inland community-based fisheries in communities across Angola and Namibia.

To recruit a fisheries expert who will design and guide the implementation of sustainable community fisheries activities, working closely with key partners such as Namibian Nature Foundation (NNF), The Nature Conservancy (TNC), ACADIR, local authorities, Ministry of Fisheries (Angola) represented by IPA (The Institute for the Development of Artisanal Fisheries and Community Aquaculture) and the Ministry of Agriculture, Fisheries, Water and Land Reform (MAFWLR) Namibia.

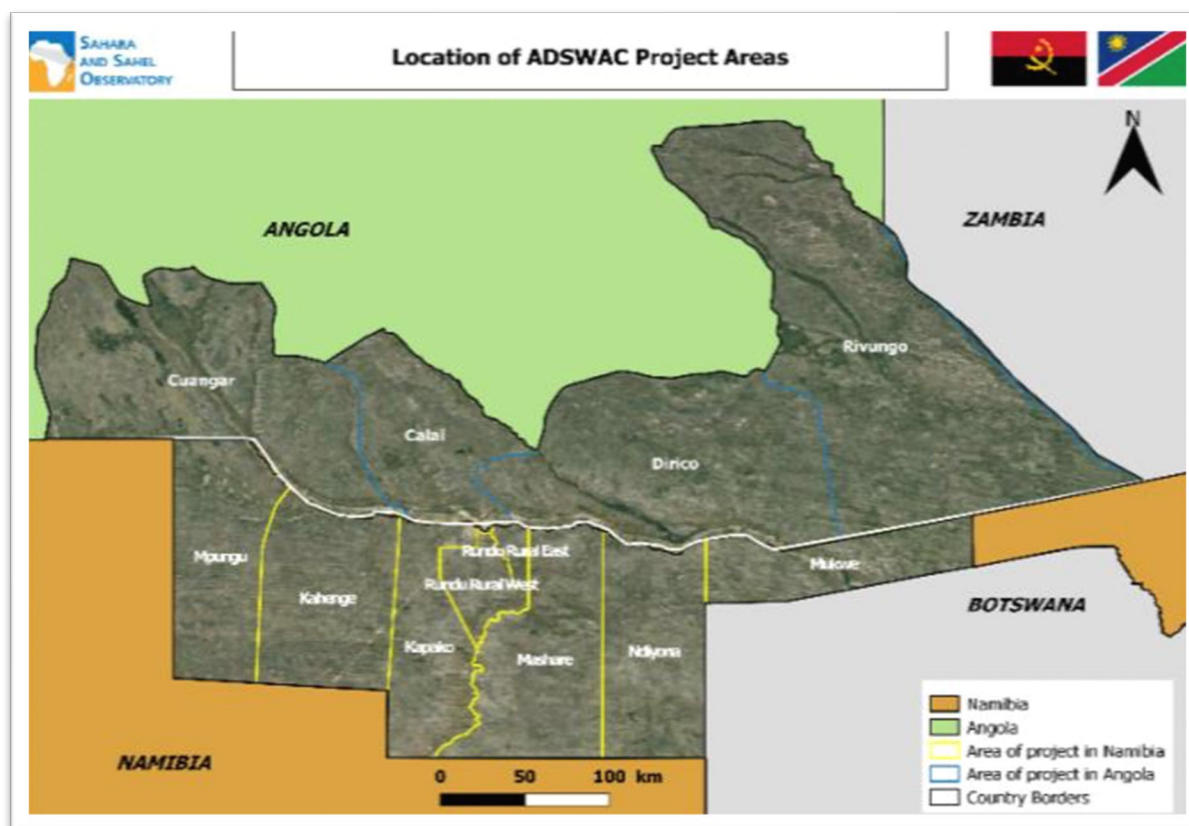
The consultant will support implementation of the following activities:

- Facilitate access to fishing sites (A3.1.3.1);
- Train PO members in sustainable fishing practices (A3.1.3.2);
- Assess and coordinate provision of fishing and processing tools (A3.1.3.3).

3. SCOPE OF WORK AND OUTPUTS

Geographic Location

The Cubango River flows along the border between southern Angola in Cuando & Cubango



provinces and northern Namibia. It constitutes a transboundary corridor that is dominated by hyper-arid, arid, and semi-arid drylands depending on the amount of annual precipitation and temperature. The area is characterised by aridity and drought conditions where increasing temperatures and rainfall variability have led to increasing occurrences of floods and droughts with resultant negative effects to populations and ecosystems therein. The transboundary area of Cuando & Cubango and Kavango (see below map of the Location of ADSWAC project areas) faces environmental stress in meeting the livelihood needs of the increasing human population leading to food insecurity.

Fishing is an important additional activity for families residing near the river, especially in seasons of low or no harvest. All the communities along the river are to some extent reliant for their livelihood on the seasonal fisheries. Often there is one or two fishermen or fisherwomen in a family. Fishing is traditionally done by men, post-harvest processing such as drying or salting by women.

Fishing is predominantly of artisanal nature. Commercial fishing is only practiced in the panhandle, by groups of semi-motorized small-scale fishermen; elsewhere the fishing is at the household level. Little information exists on fish yields and almost no work has been done on

the productivity and fish stocks within the system. Estimates of maximum sustainable yields vary. In Angola, the need for conservation of fish stocks is highlighted.

It was also reported that catches are reduced during flood season. In Namibia, the key concerns are potential overexploitation and destruction of habitats. Conflicts over fishery resources between Angolan and Namibian fishermen are reported regularly.

Key Themes:

- Community rights and access to fishing sites;
- Co-management of fisheries;
- Capacity building and sustainable practices;
- Local adaptation and income diversification;
- The development of alternative sources of income;
- The development of sustainable fisheries;

Approach:

Community-driven, participatory planning, based on proven models such as the “Tackle Box¹” and SOPs for Fisheries Reserves².

Coordination

Coordination with ADSWAC Team: The consultant will engage and coordinate with the Regional Project Management Unit (RPMU) around the execution of her/his tasks to ensure integration with ongoing activities and efforts.

The consultant will report to the Regional Coordinator, and agree on ways forward after the completion of each deliverable.

Logistical Support: The National Project Management Unit (NPMU) will provide logistical support ensuring that all necessary resources and materials are available, including venues and the mobilisation of the activity teams, as needed.

4. CONSULTANT TASKS

The consultant will undertake the following tasks to ensure a successful design and guide the implementation of sustainable community fisheries activities in the ADSWAC target communities:

a) **Inception Report, Strategy and Stakeholder Engagement:**

- Map stakeholder roles and coordinate with NNF, TNC, ACADIR, IPA, local authorities; and the Ministry of Agriculture (Angola), and MAFWLR, Namibia;
- Identify 18 pilot communities (3 per CCAC);

¹ Community Fisheries in KAZA, The Tackle Box for Community Fisheries Reserves

² Community Fisheries in KAZA, Standard Operating Procedure for Community Co-Management of Fisheries Reserves

- Identify 1 reservation area for nurturing of fish for each community;
- Conduct inception and coordination workshops;

Deliverable 1:

Deliverables:

- Inception Report;
- Identification of 18 pilot communities and a reservation area for each community;
- Stakeholder mapping;
- Work plan for deliverables 2, 3, 4 and 5;
- Summary of coordination outcomes.

b) Facilitation of Access to Fishing Sites:

- Conduct community consultations on rights and pressures;
- Develop and maintain a Register of Information on Sustainable Fishing (RoISF);
- Identify constraints and needs related to site access;

Deliverable 2

Deliverables:

- Access assessment report including community meeting notes;
- RoISF design;
- Initial registration data.

c) Training on Sustainable Fishing:

- Develop training modules on net selection, maintenance, post-harvest handling;
- Conduct ToT sessions for POs using RoISF - data and local examples;
- Train project staff and partners for replication. A 4-day Workshop for activity teams in Angola and Namibia alongside local authorities and key partners;

Deliverable 3

Deliverables:

- Training Modules;
- 4 Day Workshop for Activity Teams, local authorities, and key partners;
- Training report;
- Attendance lists;
- Session notes;
- RoISF usage summary;

d) Equipment Needs and Distribution:

- Assess fishing gear, processing, and storage needs in each community, according to possibilities for the communities carrying out sustainable fishing;
- Coordinate procurement specifications with NPMU and RPMU;
- Advise on sustainable gear (e.g., net size, drying racks, smoking kilns);

Deliverable 4:Deliverables:

- Equipment assessment report with recommendations, specifications and proposed distribution plan of equipment;

e) Validation and Implementation Support:

- Facilitate technical validation by authorities, including (Technical Working Group for Inland Fisheries in Angola), Ministry of Fisheries (IPA) and MAFWLR;
- Provide support during delivery and installation;
- Monitor early-stage implementation and provide corrective input;
- Develop follow-up plan for NPMUs.

Deliverable 5:Deliverables:

- Validation package;
- Feedback report;
- Technical implementation and follow-up plan for NPMUs.

5. CONSULTANT APPROACH

Applicants must describe their methodology addressing the participatory process, use of local data (RoISF), coordination mechanisms, and approach for field-based capacity building and implementation support.

Another solution would have been that of not using the POs as a channel for the diversification of production and to use a private company that would carry out training in individual families. Again, the price would have been much higher. Even from the analysis of possible investments between the development of fishing and aquaculture, fishing is the most profitable (as well as being closer to the traditions of the communities). In any case, there would always have been difficulties in managing the supply of fuel.

Specific attention must be given to harmonisation across Angola and Namibia.

6. TIMELINE AND PLANNING

Estimated level of effort: 70 man-days over 12 months

Phase 1 (Design and Training): 40 days

Phase 2 (Implementation Support and Monitoring): 30 days.

7. EXPECTED RESULTS

- Increased access to legal fishing sites and community awareness;
- Equitable participation and representation of women and men in participatory processes;

- Timetables, locations, and resources adapted to women's needs and constraints;
- Dedicated trainings for women, conducted by women and adapted to their needs;
- Effective access and use of new practices and techniques by women;
- Promotion of best practices through sensitized women peer-to-peer approach;
- Use of sex-disaggregated data in planning and reporting;
- 100 women accessing fishing sites;
- 10 trainings dedicated to women;
- 100 women equipped with fishing material and tools;
- Proportion of women accessing inputs for sustainable fishing methods;
- Strengthened capacity of fishers and increased sustainability of their practices;
- Empowerment of women, youth, and vulnerable groups to participate in sustainable fisheries;
- Reduction of marginalization of women, youth, and vulnerable populations.

8. DELIVERABLES AND DEADLINES

Expected Deliverables	Estimated effort in man-days	deadlines
The methodological note was updated after the start-up meeting of the mission with the planning of the workshops	3	within 1 week of signing the contract
Deliverable 1: Inception report	7	within 2 weeks of signing the contract
Deliverable 2: Fishing site access report & RoISF design & stakeholder engagement summary	27	within 4 weeks of signing the contract
Deliverable 3: Training program delivery & report	10	within 6 weeks of signing the contract
Deliverable 4: Equipment needs & distribution plan	3	within 8 weeks of signing the contract
Deliverable 5: Final summary and implementation monitoring visit, and report	20	within 32 weeks of signing the contract
Total	70	

Monitoring & Evaluation Indicators:

- Number and proportion of women accessing fishing sites
- Number and proportion of women and youth participating in trainings
- Number of trainings dedicated to women

- Number of women equipped with fishing tools and materials
- Use and update of the Register of Information on Sustainable Fishing (RoISF)
- Proportion of communities reporting improved access to fishing inputs
- Percentage increase in application of sustainable fishing techniques
- Number of local governance mechanisms or co-management committees established or supported
- Feedback from communities on inclusiveness and relevance of interventions

9. REQUIRED EXPERIENCE

The consultant should have the following experience:

- Advanced degree in fisheries, natural resource management, or rural development;
- Minimum 7 years of demonstrable experience in small-scale fisheries' management or Community-Based Natural Resource Management;
- Familiarity with Southern Africa inland fisheries, preferably Angola and Namibia;
- Experience working with local institutions and co-management systems;
- Fluency in English; Portuguese and/or local languages preferred
- Excellent communication skills, in particular for training activities, and ability to work in a team in a participatory manner;
- Demonstrable ability in quality reporting to international standards;
- Ability to undertake fieldwork in a challenging environment.

NOTE: The following qualifications will be considered as factors of preference in the evaluation criteria:

- a) Proven technical experience with samples of results from similar contracts;
- b) Experience working in the field, with a focus on the area where the project will be implemented;

10. EFFORT, DURATION, DEADLINES AND REMUNERATION

Deliverables will be linked to milestone payments. A detailed cost breakdown (daily rate, travel, accommodation, logistics) is required in the financial proposal:

Expected products	Deadline	Schedule of payments
The methodological note was updated after the start-up meeting of the mission with the planning of the workshops	One week After signing the contract	15% of the contract value
Deliverable 1: Inception Report, stakeholder mapping,	Within 2 weeks of signing the contract	10% of the contract value

workplan, and summary of coordination outcomes.		
Deliverable 2: Access assessment report including community meeting notes, RoISF design, and initial registration data	Within 4 weeks of signing the contract	15% of the contract value
Deliverable 3: Training report with curricula, attendance lists, session notes, and RoISF usage summary	Within 6 weeks of signing the contract	15% of the contract value
Deliverable 4: Equipment assessment report with specifications and distribution plan.	Within 8 weeks of signing the contract	20% of the contract value
Deliverable 5: Validation package, feedback report, and technical implementation follow-up report	Within 33 weeks of signing the contract	25% of the contract value

Note: Delays in review and validation by the bodies involved in the validation process will not be considered.

Payment will be made within 12 days of receipt of a valid invoice from the consultant after validation of deliverable.

11. COMPOSITION OF THE SUBMISSION/OFFERS

The offer must contain a technical and a financial offer as detailed below:

a) TECHNICAL OFFER

The technical offer should include:

1. No less than a 4-page methodological note for the mission, detailing which lot they are sending the bid, the approach, and the main milestones with a proposed detailed schedule of activities. This Note should also specify the Consultant's area of expertise, background, and experience with the mission topics.
2. A detailed curriculum vitae of the consultant (use the standard OSS CV template downloadable at the following link: [\[OSS CV Model\]](#)).
3. Experience references demonstrating performance for similar consultancies in the past (at least 3 field experiences in Southern Africa and community sustainable fisheries practices).

b) FINANCIAL OFFER

The consultant must submit a financial offer with the cost of the fee calculated per day of activity, including all costs related to the execution of the mission. The financial offer should also include the costs related to travel and accommodation required.

The consultant must specify and take into account the number of field visits required, including the workshops. This estimate must be justified and aligned with the proposed methodology.

The ADSWAC project will provide specific transportation with a driver on both sides of the border. The following expenses will be included in the offer: Flight tickets will be included in the offer.

The financial offer must be presented separately by each lot in the following format:

Expected products	Estimated effort in man-days	Honorarium/day USD	Total costs
Daily fees of the consultant			
Logistics fees			
Transport			
Accommodation			
Total			

12. EVALUATION OF THE OFFER

The evaluation of the bids will be based on the methodological description of the approach, qualification, CV, and previous experience, separately by each lot and the financial offer as follows:

Expert's background and references	70
Qualification: Minimum degree in fisheries, natural resource management or another closely related field as described above.	10
Relevant field experience (Angola/Namibia) Demonstrated experience CV - showing qualifications and experience and sharing name and contact of references	30

Methodology and approach (including participatory strategy, gender sensitivity, and inclusion of youth and vulnerable groups)	15
Fluent in oral and written Portuguese and English	15
Methodological note - Evaluation of the methodological note and the execution schedule by the evaluation committee:	30
Clarity of approach, coherence	15
Response to mission results and deadlines	15
Total	100

NB: The minimum technical score required for the consultant to be eligible for the financial evaluation is 70 points.

The evaluation Method will be separately by each lot

The offers of consultants will be evaluated based on the combined scoring method:

- Technical qualifications (100 points max) weight: 70%.
- Financial offer (100 points max) weight: 30%.

Financial evaluation

The formula used to determine financial scores is as follows: $F_s = 100 \times F_m / F$,

where F_s is the financial score, F_m is the lowest bid proposal, and F is the price of the proposal being considered

The ADSWAC project is committed to diversity and inclusion within its workforce, and encourages candidates, irrespective of gender, religious and ethnic backgrounds, including persons with disabilities to apply.

13. TERMS OF SUBMISSION AND DEADLINE

Proposals and requests for clarification should be sent by email to the following email address:

adswac.fisheries@adpp-angola.org

The deadline for receipt of tenders is 21 days from the date of publication of the notice in Angola and Namibia.