CENTRE FOR PEACE AND DEMOCRACY
CPD HQ Office: Adjacent to Mogadishu Airport, Opposite Peace Hotel, along Madina-Airport Road, Wadajir District, Mogadishu, Somalia
Email: info@cpd-africa.org
Website: www.cpd-africa.org

TERMS OF REFERENCES (TOR)

Title of assignment/ Consultancy:	Conduct field trials of innovative approaches to natural resource management with protected areas to promote landscape restoration and climate resilient fodder production and access.
Type of consultancy:	Individual consultant
Project title:	Climate-Resilient WASH and Livelihoods Package for Resilient Somali Landscapes
Project no:	SOM 1065
Duration of consultancy	The assignment is expected to commence in November 2026 and will be structured around deliverables that necessitate continued follow-up engagements to generate and document meaningful results. Payments to the consultants will be linked to the successful completion of the agreed deliverables.
Assignment locations	-The consultancy will cover three protected areas, to be selected jointly by CPD and WHH based on the suitability of renovation structures, which shall be proposed by the consultant. -This assignment requires the consultant to generate evidence that will inform and guide the development of future landscape protection structures suitable for the target locations and is not one time reporting assignment.
Project Location	Dhusamerb and Adado Districts-Galmudug State, Somalia

1. Introduction and Background Information

1.1. Brief about the project

The Climate-resilient WASH and Livelihoods Package for Resilient Somali Landscapes project aims to strengthen the livelihoods and resilience of vulnerable agrarian and agro-pastoralist people by protecting and restoring key natural resources and WASH services in agrarian, pastoral, and agropastoral areas through community-led actions and improving market access for key rural value chains.

Outcome 1: The livelihoods of 25,434 people are strengthened through stabilization and restoration of pastoral, agropastoral and agrarian areas. To achieve this, the project will conduct field trials of new approaches to natural resource management.

Output 1.1.12: Conduct field trials of innovative approaches to natural resources management with protected areas to promote landscape restoration and climate resilient fodder production and access.

2. Rationale and Justification of the Assignment

The project supports the rehabilitation of degraded rangelands through community-managed protected areas, soil and water conservation measures, rainwater and surface-runoff harvesting, reseeding, and other restoration interventions Dhusamareb and Adado districts of Galmudug State-Somalia and implementation has mainly relied on grazing-rest enclosures, with the expectation that protection alone would support natural vegetation recovery. While regeneration has occurred in some locations, several protected areas remain

sparsely vegetated even after prolonged closure due to low and erratic rainfall, severe erosion, and advanced land degradation.

The proposed consultancy will address these challenges by identifying, designing, testing, and demonstrating innovative natural resource management, soil and water conservation, and dryland restoration measures that are technically appropriate, ecologically sustainable, and socially acceptable. The assignment will focus on combining innovative physical structures with biological measures to increase water retention, reduce erosion, stabilize degraded land, and accelerate vegetation recovery. The field trials will include innovative soil and water conservation physical structures seeding with adapted indigenous or locally suitable grasses, and vegetative stabilization strips. Potential species may include Cenchrus ciliaris, Chrysopogon plumulosus, and other locally validated dryland grasses. Agave or similar drought-tolerant plants may also be considered where their ecological suitability, non-invasive characteristics, and community acceptance have been confirmed.

In addition to establishing these trials, the consultancy will generate comparative evidence on the technical performance, ecological effectiveness and community acceptance of the tested measures. Results will be compared with existing soil and water conservation practices providing practical guidance for site-specific restoration decisions and reducing the risks associated with costly, one-size-fits-all approaches during future replication and scale-up.

This assignment directly generates evidence for Output 1.1.12 and contributes to Outcome 1's target of strengthening the livelihoods of 25,434 people in Galmudug. The consultancy will cover three protected areas, to be selected jointly by CPD and WHH based on the suitability of renovation structures, which shall be proposed by the consultant.

3. Objectives of the Assignment

- To assess the biophysical and socio-environmental conditions of selected degraded rangeland sites in Galmudug, including soil characteristics, slope, erosion patterns, runoff pathways, vegetation cover, rainfall limitations, grazing pressure, and community restoration priorities.
- To identify and design technically appropriate field trials that combine physical soil and water conservation structures with biological restoration measures suitable for arid and semi-arid conditions.
- To establish and demonstrate innovative measures including physical conservation techniques and vegetative stabilization strips using locally adapted and ecologically suitable plant species and grass.
- To develop a practical comparative trial framework for assessing the performance of the innovative trails against existing soil and water conservation practices in Galmudug
- To generate field-based evidence on the effectiveness and feasibility of the tested measures, including their contribution to water retention, erosion control, soil stabilization, vegetation establishment and community acceptance.
- To produce practical technical recommendations and implementation guidance for the selection, replication context-specific landscape restoration measures in Galmudug and other comparable dryland areas.
- To facilitate stakeholder engagement with target communities, relevant government line ministries, local authorities, implementing partners, and other key stakeholders through inception meetings, field consultations, validation workshops, and practical on-site demonstration on the innovative soil, water, and vegetation restoration measures.

4. Design and Methodology

The consultant shall apply a participatory, site-specific, and comparative field-trial methodology combining biophysical assessment, layout design, biological restoration, and community knowledge. Selected sites shall first be assessed for soil type, slope, erosion severity, runoff pathways, vegetation condition, grazing pressure, rainfall constraints, and existing restoration practices. Based on the assessment, the consultant shall establish clearly demarcated treatment, comparison, and control plots to test different combinations of physical soil and water conservation structures, seeding, and vegetative stabilization strips using locally adapted species. All interventions shall be designed with standardized plot sizes, technical specifications, dimension measurements and GPS coordinates.

The trials shall be implemented through on-site demonstration and supervised community participation, with regular monitoring of structural stability, runoff capture, soil moisture, erosion reduction, sediment retention, vegetation emergence and seed/plant survival. Results shall be analyzed comparatively against existing soil and water conservation practices to identify the most technically effective, ecologically suitable, socially acceptable, and cost-efficient measures for replication.

5. Assignment Duration

The assignment is expected to commence on 15th November 2026 and will be structured around deliverables that necessitate continued follow-up engagements to generate and document meaningful results. Payments to the consultants will be linked to the successful completion of the agreed deliverables.

6. Expected Deliverables

- Site Assessment and Analysis
  -Conduct a site-specific assessment of topography, soil conditions, runoff patterns, erosion risks, rainfall characteristics, and flood exposure, and provide recommendations for appropriate Soil and Water Conservation (SWC) interventions.
- Stakeholder Consultation and Participation
  -Engage relevant stakeholders, including WHH/CPD, government line ministries, local authorities, technical staff, and target communities, throughout the assessment and planning process to ensure technical relevance and community ownership.
- Technical Design Package
  -Prepare and submit a practical technical package, including detailed drawings, technical specifications, material requirements, cost estimates, and implementation guidance for the proposed SWC structures.
- Risk Assessment and Mitigation Measures
  -Assess potential environmental and structural risks associated with the proposed interventions and recommend appropriate mitigation measures to enhance safety, effectiveness, and sustainability.
- Performance Monitoring Framework
  -Develop clear and measurable performance indicators for assessing runoff reduction, water retention and infiltration, erosion control, vegetation establishment, and sustainable fodder production.
- Operation and Maintenance Plan
  -Provide practical recommendations for operation and maintenance arrangements, including community roles, responsibilities, and maintenance requirements, to ensure the long-term sustainability of the structures.
- Final Report and Supporting Documentation
  -Submit guidelines/reports in English, supported by relevant technical data, photographs, drawings, attendance records, and practical recommendations.

-Consultant deliverables shall form the basis for subsequent follow-up and results documentation by WHH/CPD, and payments shall be linked to the satisfactory completion of the agreed deliverables and on daily rate.

I. Inception Report

Following the document review, initial stakeholder consultations, and preliminary site visits, the consultant shall submit an inception report presenting:

- Understanding of the assignment, objectives, scope, and expected results.
- Methodology for site assessment, field-trial design, implementation, monitoring, and comparative analysis.
- Proposed trial sites, selection criteria, restoration measures, indicators, and data-collection methods.
- Stakeholder engagement, community training, work plan, responsibilities, schedule, risks, and mitigation measures.
- Proposed treatment, comparison, and control-plot arrangements.

II. Baseline Assessment and Technical Trial Designs

The consultant shall conduct participatory and technical assessments of selected sites, covering soil conditions, slope, erosion, runoff patterns, vegetation cover, rainfall limitations, grazing pressure, land use, and community priorities. Based on the assessment, the consultant shall prepare site-specific trial layouts, dimensions, spacing, drawings, construction specifications, quantities, and baseline indicators. The designs shall combine suitable physical soil and water conservation measures with seeding and vegetative stabilization using locally adapted and ecologically appropriate species, required tools and equipment, costs shall also be identified.

III. Establishment of Innovative Field Trials

The consultant shall provide technical leadership and on-site supervision for the establishment of approved treatment and comparison plots. This shall include:

- Demarcation and setting out of trial plots.
- Construction or modification of soil and water conservation and runoff-harvesting structures.
- Reseeding and establishment of vegetative stabilization strips.
- Integration of physical and biological restoration measures.
- Quality control and verification against approved technical standards.
- The consultant shall document GPS locations, implementation methods, inputs, labour, costs, challenges, corrective actions, photos.
- The trials shall enable comparison with existing soil and water conservation practices

IV. Community Training, Demonstration, and Stakeholder Engagement

⇒ The consultant shall conduct practical on-site training and demonstrations for community members, restoration committees, Cash-for-Work participants, partner staff, and relevant government personnel. Training shall cover site preparation, measurement, construction, quality control, seed handling, reseeding, vegetative-strip establishment, structure maintenance, site protection, and community-based monitoring.

⇒ The consultant shall also facilitate inception consultations, site-level community meetings, technical design validation, and final results-validation and dissemination workshops involving CPD and WHH, the implementing partner, relevant ministries, local authorities, communities, and other technical stakeholders.

⇒ Simple training materials, attendance records, field photographs, participant feedback, workshop proceedings, agreed actions, and validation decisions shall be documented.

V. Progress Monitoring and Comparative Analysis of evidence generated.

The consultant shall monitor the trials and submit progress evidence describing:

- Progress against the approved work plan.
- Quality and condition of established physical and biological measures.
- Preliminary results on runoff capture, soil moisture, erosion control, structural stability, vegetation emergence, plant survival, and ground cover.
- Community participation, acceptance, compliance, and maintenance performance.
- Labour, material, operational, and cost requirements.
- Challenges, corrective actions, and recommended adjustments.
- The report shall compare the innovative measures with existing practices and grazing-exclusion areas based on technical performance, ecological effectiveness, ease of replication, and community acceptance.

VI. Final Technical Report and Dissemination Package

⇒ The consultant shall submit a final report consolidating the methodology, baseline assessment, trial designs, implementation process, monitoring findings, comparative analysis, stakeholder engagement, lessons learned, challenges, and recommendations.

⇒ The report shall identify the most effective measures or combinations for different soil, slope, rainfall, runoff, vegetation, and degradation conditions. It should provide site-specific guidance on maintenance, replication, responsible scale-up, and circumstances where particular, measures should or should not be applied.

VII. Supervision and Reporting Requirements

The consultant will report to CPD's Head of Project, who will regularly communicate with the consultant and provide feedback, guidance on his/her performance, and all other necessary support to achieve the objectives of the assignment, as well as remain aware of any upcoming issues related to the consultant's performance and quality of work. The consultant will discuss and plan all activities and deliverables in consultation with CPD's Head of Project and will report to him/her. The reporting language shall be English.

VIII. Profile / required Qualifications and Professional Experience

The consultant shall possess

- An advanced university degree, preferably a master's degree, in Natural Resource Management, Rangeland Management, Environmental Science, Dryland Ecology, Forestry, Agriculture, Soil and Water Conservation or Watershed Management
- A bachelor's degree in a relevant field may be accepted where supported by extensive and directly relevant professional experience.
- At least five years of relevant professional experience in natural resource management, rangeland rehabilitation, dryland restoration, soil and water conservation, watershed management, or climate-resilient land management in arid and semi-arid environments.
- Demonstrated technical experience in assessing, designing, implementing, and supervising physical and biological restoration measures, including runoff harvesting, erosion control structures, soil stabilization vegetative strips, and rehabilitation of severely degraded rangelands
- Proven experience in designing and managing innovative field trials and demonstration plots,

- Strong experience in participatory stakeholder engagement and capacity building
- Proven ability to analyses field data and produce high-quality technical outputs,

IX. Proposal Submission (Technical, Financial proposal)

⇒ Technical narrative (Detailed work plan, Design and methodology for the field trials, timeline and schedule for the field trials and activities)
⇒ Financial proposal
⇒ CV of the consultant with at least 3 contactable references of similar work
⇒ Submission of a sample of similar or related work done in the last 3 years, preferably in Galmudug Somalia or environments of a similar context.

X. Evaluation Criteria

No.	Criteria	Points
1	Demonstrated understanding of the objectives and components of the assignment	10%
2	**Methodology and implementation plan:** • Details and quality (adequacy) of the methodology proposed for the assignment. • Methodological soundness and appropriateness of the proposed trial design • A detailed implementation plan/ workplan indicating the time frame. • Delivery date of the assignment • Demonstrated ability to engage stakeholders and field/community participation and onsite demonstrations	20%
3	Detailed description of the consultant with CVs and references	15%
4	**Experience** • demonstrated experience with similar assignments. • Experience working with NGOs and development agencies. • coherence of the financial proposal with the methodology. • Previous experience in producing high-quality reports and recommendations	25%
	Total points	**70%**

Note: The technical evaluation precedes the financial evaluation. Only bidders who meets the technical evaluation score (minimum score 50/70) will be considered for financial evaluation. The sum of the technical and financial will determine the winner of the bid. Technical Score (70%)

Financial Score (30%) Bidders who meet the technical minimum score / requirement could be engaged in negotiation. these terms of reference by the consultant will lead to a unilateral termination of the contract.

Annex 1: Format of Technical Proposal (max 10 pages)

- Cover page.
- Preliminary pages
- Introduction/Background
- Understanding of/comments on the ToR
- Capability statements
- Deliverables

- Methodology
- Related assignments
- Implementation schedule and planning matrix
- Appendices (e.g., reports of similar past assignments, CVs or resumes of the consultant)

Annex 2: Format Financial Proposal (max 3 pages)

- Financial bid submission sheet (addressee, the total price of the bid, name of the submitting person and his or her capacity, signature of the submitting person, and date of submission).
- The summary of the bid price includes technical fees, reimbursable expenses, miscellaneous expenses, and any applicable taxes such as withholding or income tax.
- Breakdown of technical fees (positions, days for work, daily rate(realistic budget and timeline), and amount)
- The terms of payment and currency should be in USD.

XI. Application process and Submission

All Applications should be submitted not later than 13th November 2026 at 1159:00 PM) in the subject line "Expression of Interest in Conduct field trials of innovative approaches to natural resource management with protected areas to promote landscape restoration and climate resilient fodder production and access through CPD's procurement official email as follows:procurement@cpd-africa.org