



Consultancy: Support for Organizational Development And Strengthening Of Local Partners in Implementation of NbS for Adaptation With Gender Equality, Biodiversity and Climate Co-benefits.

Location: Tanga-Pemba - Tanzania

Application deadline: 14th August 2026

1. Background

The ReSea project is a regional initiative advancing marine and coastal conservation in the Western Indian Ocean (WIO) region, implemented in Kenya, Tanzania, Mozambique, Madagascar and Comoros. As part of the Great Blue Wall (GBW) initiative. The ReSea project strengthens community-based conservation, expands Locally Managed Marine Areas (LMMAs) and promotes governance systems that empower local stakeholders to play a central role in biodiversity protection while benefiting from sustainable blue economy opportunities. By linking conservation with livelihood security, the project supports resilient communities that balance ecological sustainability with socio-economic development.

ReSea project is adopting inclusive and locally led approaches, ensuring that women, youth and marginalized groups are meaningfully engaged in decision making and leadership. By valuing traditional knowledge, building equitable participation and strengthening collaboration between communities, governments, civil society and research institutions, the project promotes conservation approaches that are socially just, scalable and sustainable. Through this integration of conservation and inclusivity, ReSea contributes to both environmental resilience and improved community wellbeing across the WIO region.

While local conservation partners play a central role in advancing ReSea's objectives, organizational capacity assessments have revealed that many local conservation partners face gaps in areas such as governance, financial management, gender mainstreaming and resource mobilization. To address these challenges, the consultancy will focus on providing organizational development and institutional strengthening support. This will include reviewing assessment findings, developing tailored workplans, offering targeted technical assistance and recommending appropriate tools and equipment. Through this support, local partners will be better equipped to deliver inclusive, gender-responsive and sustainable conservation outcomes across the Western Indian Ocean region.

2. Objective of the consultancy

To improve organizational effectiveness, sustainability and performance of 3 local conservation partners in Tanga-Pemba by addressing institutional gaps and bolstering their capacity to deliver gender-responsive conservation and governance programs aligned with ReSea project goals.

3. Specific objectives

The Consultant will be expected to deliver the following:

- Review existing organizational capacity assessments reports and provide a consolidated analysis of partner strengths, gaps and opportunities.

- Develop organizational development action plans for each identified local partner, aligned with project goals and partner needs.
- Provide targeted technical assistance and mentoring in identified areas (e.g., governance and advocacy, financial management, project development, monitoring and evaluation, report writing, gender integration, leadership, resource mobilization, and decision-making influencing).
- Provide validated list and procurement-ready specifications for equipment, tools and software required to support institutional strengthening in line with identified needs, ensuring alignment with organizational Development workplans.
- Monitor and evaluate the progress to collect feedback from partners.
- Final report documenting process, results, challenges, lessons learned, and recommendations for long-term and sustained delivery capacity
- Final factsheet summarizing the organizational development impact in the priority local conservation partners

4. Applicant profile and country coverage requirements

Applicants may apply either as individual consultants (operational presence in Tanzania, covering 3 local conservation partners) or as consulting firms with proven capacity and physical or operational presence in the Tanzania.

Please note this assignment does not have regional travel, regional travel costs should not be included in the proposal.

5. Scope of work and key tasks

The Consultant will perform the following tasks:

Task	Description
1. Inception process	• Kick-off meeting with project partners and 3 local conservation partners per country. • Agree on methodology, sampling (if needed), timeline. • Produce Inception report.
2. Capacity assessment analysis	• Review all existing organizational capacity assessment reports for each seascape. Where gaps exist, collect supplementary information (through interviews, documents) to ensure a full picture. • Prepare consolidated "capacity gap analysis" with prioritized areas local conservation partner.
3. Workplan development	• In consultation with each local partner, co-develop organizational and strengthening workplans. Plans should include objectives, activities, timelines, responsible parties, monitoring indicators and budget estimates.
4. Technical Assistance	• Deliver technical assistance according to identified gaps and work plans. This may include training, mentorship, coaching, peer

	learning, process redesign (e.g. financial controls, monitoring and evaluation gender mainstreaming). • Monitor progress using project indicators.
5. Equipment, tools and software need Identification	• Based on analysis and workplans developed, identify needed physical assets, software, licenses or digital tools. • Provide a comprehensive report with specifications, cost estimates and prioritization.
6. Monitoring, Documentation and final Reporting	• Maintain records of all technical assistance, feedback and progress. • Final factsheet summarizing the organizational development impact in the priority local conservation partners. • Prepare periodic reports (monthly reports) and a final report summarizing achievements, challenges, lessons and recommendations for future organizational development support. • Final summary brief (1-2 pages) for communication • Final list of partners and contacts

6. Deliverables

The Consultant will be expected to provide:

Deliverable	Timeline	Required Information
1. Inception Report	Within 2 weeks of contract.	3 detailed workplan per seascape, one per local conservation partner, methodology, stakeholder engagement plan, validation of scope, agreed schedule.
2. Capacity Assessment Analysis Report	Within 3 weeks after submission on inception report	Consolidated findings, gap analysis, priority areas per partner.
3. Organizational Development Workplans	Within 2 weeks after submission of CAA report	Final workplans for each partner (objectives, activities, timeline, indicators, budget estimates).
4. Technical Assistance Progress Reports	Within 30days after submission of OD workplans	Summary of technical assistance delivered, outcomes, issues, adjustments.
5. Equipment/Software Needs & Specification Report	Within 2 weeks after submission of CAA report	Validated list, cost estimates, specifications, procurement recommendations.

6. Monthly progress report	Submitted by the 5th working day of each subsequent month during the consultancy period	Summary of activities implemented during the reporting period, progress against the workplan, key achievements, challenges encountered, mitigation measures, stakeholder engagement conducted and planned activities for the following month.
7. Final Report	At conclusion of consultancy	Full summary of process, results vs objectives, analysis of what worked / didn't, lessons, sustainability plan.

7. Required qualifications and experience

The consultant/consulting firm should have the following:

- Advanced university degree in marine conservation, natural resource management, environmental policy, sustainable development, organizational development, or a related discipline.
- At least 10 years of experience in coastal and marine conservation sector, social development with demonstrated experience in organizations development plans and capacity building for impact.
- Proven engagement within Locally Managed Marine Areas (LMMAs), community-based resource management, conservation sector, blue business or similar local initiatives.
- Proven experience in working directly with local conservation groups, community-based organizations, and grassroots partners, supporting their institutional development, governance and capacity strengthening.
- Proven experience designing and facilitating organizational capacity development processes that embed Gender Equality and Social Inclusion (GESI) across organizational structures, systems, leadership and programming.
- Strong knowledge of the Western Indian Ocean (WIO) region, including its socio-ecological context, local and regional governance frameworks, stakeholders and conservation priorities.
- Proven track record in strategic planning and institutional development, including the design of governance frameworks, strategic documents and partnership models tailored to local organizations.
- Operational presence in the country of assignment.
- Extensive experience in stakeholder engagement and participatory facilitation, including consultations, workshops and multi-stakeholder meetings at community level.
- Experience supporting resource mobilization for local conservation groups, including the development of fundraising strategies, concept notes and donor engagement.
- Excellent communication and writing skills, with the ability to produce high-quality reports, workplans, advocacy content and communication materials tailored to local partners and wider audiences.



- Strong organizational and project management skills, including managing databases, monitoring deliverables, and ensuring timely reporting.
- Fluency in English (required); working knowledge of Swahili and local language is an asset.
- Demonstrated cultural sensitivity and commitment to inclusive approaches, particularly in supporting gender equity, youth participation and the recognition of traditional knowledge within local conservation contexts.

8 .Budget and payment terms

- Consultant is expected to provide a financial proposal showing daily rates, number of days per delivery or task.
- Consultant is expected to provide all costs associated with the delivery of this mandate as part of their financial proposal.
- The mandate needs to conclude no later than December 5, 2026
- Payments will be tied to deliverables:

Deliverable	Payment
1. Signing of the inception report	20%
2. Capacity analysis and workplans	20%
3. Delivery of technical assistance and need report	20%
4. Approval of the final report	40%

9. Proposal submission guidelines

Applicants should submit:

1. Technical proposal: understanding of ToR, proposed approach, methodology, workplan and schedule. (maximum 5 pages)
2. Financial proposal detailing cost in Canadian dollars and local currency. The finance proposal should include field travel expenses, proof of VAT and/or all applicable withholding taxes.
3. Curriculum Vitae of key personnel.
4. Samples and references of similar past work.

10. Application process

Interested applicants should send their technical and financial proposals

hr-rh.international@missioninclusion.ca (in PDF format) by **August 14, 2026**