

REPUBLIQUE DU CAMEROUN
Paix-Travail-Patrie

Ministère de L'Environnement, de la Protection
de La Nature et du Développement Durable

Inspection Général

Projet APA



REPUBLIC OF CAMEROON

Peace-Work-Fatherland

Ministry of Environment, Protection of Nature
and Sustainable Development

Inspectorate General

ABS Project



CALL FOR EXPRESSION OF INTEREST

No. 00017 /CFEI/MINEPDED/IG/ABS

RELATED TO THE RECRUITMENT OF OPERATIONAL STAFF OF:

"GEF Project ID 10850: Support to Nagoya protocol implementation, research and development, on Biodiversity value chain for small holders in the South-West and Far North Regions of Cameroon."

PROJECT DESCRIPTION

The Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization is an international agreement that aims to ensure that the benefits arising from the use of genetic resources are shared fairly and equitably with the countries and communities that provide them.

The Support to Nagoya Protocol Implementation, Research and Development, on Biodiversity Value Chain for Small Holders in the South West and Far North Regions of Cameroon is a 3-year project funded by the Global Environment Facility (GEF), Executed by MINEPDED and implemented by the United Nations Environment Programme (UNEP).

The project aims to support the operationalization of the ABS national framework in Cameroon, by enabling access to genetic resources and associated traditional knowledge that accrues tangible national and local economic benefits from their commercial utilization in a fair, equitable, and sustainable manner.

The project will focus on two regions in Cameroon: the South West Region, which is home to a rich diversity of plant and animal life, and the Far North Region, which is home to a number of Indigenous communities with traditional knowledge of the use of biological resources. The project will work with a variety of stakeholders, including government agencies, research institutions, businesses, and Indigenous communities to develop and implement a number of activities, including:

- Capacity building for stakeholders on ABS and benefit sharing ;
- Research on the economic potential of biodiversity in Cameroon ;
- Development of tools and resources to support ABS implementation ;
- Promotion of public awareness and engagement on ABS.

The project is expected to contribute to the sustainable management of biodiversity in Cameroon, the fair and equitable sharing of benefits from the use of genetic resources, and the economic development of local communities.

The project intends to strengthen national capacities on access and benefit sharing of genetic resources to facilitate the implementation of the Nagoya Protocol on Access and Benefit Sharing.

This shall be achieved through the implementation of 3 Components, namely:

- **Component 1:** Implementation of the ABS legislative, regulatory, policy and institutional framework;
- **Component 2:** Capacity building and awareness raising of key stakeholders for enforcement of the National ABS Framework;
- **Component 3:** Piloting ABS agreements that demonstrate best practices of PIC, MAT and ABS permit, including the effective fair and equitable sharing of benefits.

The project will demonstrate the potential benefits of genetic resources and associated traditional knowledge for four plant species *Irvingia wombolu*, *Monodora myristica*, *Balanites aegyptiaca*, and *Accacia nilotica*. The activities shall be carried out in three administrative divisions of the South-West Region (Manyu, Kupe-Manenguba and Meme), and one of the Far North Region (Mayo Kani).

For this project, we are looking for:

- 1- **One (01) Project Lead ABS Technical Expert (PLTE);**
- 2- **One (01) Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist;**
- 3- **One (01) Finance and Administrative Officer/Specialist;**
- 4- **One (1) Driver.**

In this light, the Minister of the Environment, Protection of Nature and Sustainable Development invites all interested persons to express their interest by providing the information demonstrating that they are competent to carry out the above-mentioned position as ABS project Staff (qualifications, experience in similar positions, Curriculum Vitae, Cover Letter, Contracts, Various Documentation, etc.).

The terms of reference for these positions are available on the GEF Cameroon website at www.gef-cameroon.org, at MINEPDED web-site www.minepded.gov.cm and all other media opened to the public.

Interested persons can obtain further information every working day from 7:30 am to 3:30 pm local time at the address below:

National Directorate of the GEF Project ID: 10850
Located on the 5th floor of Ministerial Building No. 2, Office Door No. 501

Tel: +237 699 738 842 / +237 222 236 037

Email: adingom@yahoo.com; dingom25@gmail.com

Expressions of interest must be submitted in four (04) copies of which one (01) in original and three (03) copies at the above address by no later than the 22th of August 2023, by 3:30 PM local time, and expressly mention:

CALL FOR EXPRESSION OF INTEREST
No **L 00017** /CFEI/MINEPDED/IG/ABS
RELATED TO THE RECRUITMENT OF OPERATIONAL STAFF OF:

"GEF Project ID 10850: Support to Nagoya protocol implementation, research and development, on Biodiversity value chain for small holders in the South-West and Far North Regions of Cameroon."

Yaoundé, le **01 AOUT 2023**

Copies:

- MINEPDED / CAB
- PFO-FEM
- UNEP
- National Directorate ABS project
- Display (for information)
- Archives

**THE MINISTER OF ENVIRONMENT,
PROTECTION OF NATURE ET SUSTAINABLE
DEVELOPMENT**



HELE Pierre

Attached Copies of 4 ToRs



JOB DESCRIPTION

Position title: Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist

Reports to: Project Lead ABS Technical Expert (PLTE) ;

Dotted Reporting Manager: National Project Director

Duration: Two years renewable based on performance

Location: Yaoundé

Project title: Support to Nagoya protocol implementation, research and development, on Biodiversity value chain for small holders in the South-West and Far North Regions of Cameroon.

Project objective: To support the operationalization of the ABS national framework, by enabling access to genetic resources and associated traditional knowledge that accrue tangible national and local economic benefits from their commercial utilization in a fair, equitable and sustainable manner.

Project executing organization: Ministry of Environment, Protection of Nature and Sustainable Development (MINEPDED) in Collaboration with UNEP as the implementing Agency.

GEF PROJECT ID N°: 10850

Duration of project: 36 months

Geographical location: National with specific interventions in the Far North and South West Regions

I. Mission of the project:

The Global Environment Facility (GEF) Council approved in June 2023 this 3-years project with a Project Management Unit (PMU) executed by the Ministry of Environment, Protection of Nature and Sustainable Development (MINEPDED) and UNEP as the GEF Agency.

The project intends to strengthen national capacities on access and benefit sharing of genetic resources to facilitate the implementation of the Nagoya Protocol on Access and Benefit Sharing.

This shall be achieved through the implementation of 3 Components, namely:

- 1- Component 1: Implementation of the ABS legislative, regulatory, policy and institutional framework;
- 2- Component 2: Capacity building and awareness raising of key stakeholders for enforcement of the National ABS Framework.



- 3- Component 2: Piloting ABS agreements that demonstrate best practices of PIC, MAT and ABS permit, including the effective fair and equitable sharing of benefits.

The project will demonstrate the potential benefits of genetic resources and associated traditional knowledge for four plant species *Irvingia wombolu*, *Monodora myristica*, *Balanites aegyptiaca*, and *Accacia nilotica*. The activities shall be carried out in three administrative divisions of the South-West Region (Manyu, Kupe-Manenguba and Meme), and one of the Far North Region (Mayo Kani).

This demonstration will be achieved through stimulating research and business interests by building capacity and starting pre-investments in biodiversity research, bioprospecting, and product development in the pharmaceutical, cosmetic, as well as food and beverage sectors.

For this project, we are looking for a dynamic and committed Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist who will be responsible for providing substantial technical support to implementation of gender related issues of the project. He/she will be responsible for the planning and coordination of gender related project activities.

II. Major Functions:

The Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist will be in charge of daily implementation of activities related to gender transformation, empowerment and mainstreaming within the project.

The Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist will be recruited jointly by both the Executing Agency (MINEPDED) and the UNEP.

He/she will be expected to effectively mainstream gender into the implementation of the project. Specifically, under direct supervision of the Project National Director (PND) and technical guidance of the ABS Project Lead Technical Expert and in close collaboration with Project execution partners, the Gender Expert with expertise in M&E across the project cycle will perform the following duties:

Duties and Responsibilities

- Provide technical assistance and deliverables under the M&E Plan, Learning/KM Plan, including but not limited to:
 - Assisting to prepare and submit Monitoring, Evaluation, and Learning (MEL) requirements, including supporting the preparation of MEL plans, design gender-sensitive custom indicators, and conducting data quality assessments;
 - Reviewing and analysing reporting and M&E data for Gen Dev activities.
 - Supporting the PMU in improving guidance on, collection systems for, and analysis of indicator reporting on gender equality and women's economic empowerment;
 - Contribute to knowledge management and sharing across the team and beyond;
- Develop a system/mechanism of tracking project results and performance;
- Identify data sets to be collected in line with the project outcome and output indicators;
- Identify the data collection sources (primary/secondary) and methods (e.g. user satisfaction surveys, public perception surveys, observations, focus group discussions, etc.) and their frequency;



- Develop relevant questionnaires, sampling and analytical approaches for data collection;
- Maintain database and filing, as well as IT tools for data collection and tracking performance;
- Develop a system/mechanism of analyzing evidence to inform management decision-making;
- Provide inputs to the project annual and quarterly planning;
- Provide cost estimations of data collection/monitoring activities;
- Produce regular monitoring reports to feed into quarterly, annual project reports and the project final report;
- Undertake analyses of project effects on institutional capacity development and sustainability;
- Capture and document lessons learnt during project monitoring – a lessons learnt log can be used in this regard;
- Provide effective support to the project team in developing, monitoring, evaluating, reporting including M&E framework with qualitative and quantitative gender sensitive indicators;
- Mainstream gender aspects in the project M&E processes and reporting;
- Assist in undertaking of independent project and outcome evaluations;
- Assist and provide inputs to UNEP regional level monitoring and evaluation;
- Support partnerships activities at project level;
- Be familiar with the activities of other development projects in the sector/area, establish contact and keep up-to date with their work;
- Create and maintain partnerships with local institutions;
- Monitor, analyzes and reports from a gender perspective factors and new developments that would affect the implementation of the project and provide insights for UNEP and partners;
- In cooperation with the national Project Director convene GME regular meetings with staff and partners & provide guidance accordingly;
- Regular exchange of information/experience with other projects, cross-learning and sharing results and good practices;
- Participation in regular internal meetings;
- Participation in training events, communities of practice, codifying and sharing knowledge;
- Facilitation and organization of training for project staff to enable them to perform at the required level.

Key competencies

- Experience in supporting a Ministry of Environment on a GEF project (development or implementation);
- Ability to lead strategic planning, results-based management, and reporting;
- Ability to lead formulation, implementation, monitoring and evaluation of development programmes and projects;
- Ability to implement new systems and affect staff behavioural change;



- Excellent knowledge of Results Management Guide and Toolkit;
- UN experience, especially in managing or supporting project monitoring on sustainable management of genetic resources and natural resources;
- Builds strong relationships with clients, focuses on impact and result for the client and responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Demonstrates good oral and written communication skills;
- Demonstrates openness to change and ability to manage complexities;
- Specialized training in Project Management, monitoring and evaluation, social statistics is an asset;
- A good knowledge of both English and French is a requirement.

III. Working Relationships

Gender-Responsive Monitoring, Evaluation, and Learning/KM Specialist will work closely with UNEP (Task manager and Cameroon GEF Operational Focal Point). He/she will also work very closely with the National Director from MINEPDED. He/she will interact with project partners and other partner national governmental institutions, non-governmental organizations, academic institutions, the media, specialists/ consultants and other stakeholders.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to Project needs.

IV. Values & Behaviors:

- *Aligns and identifies with the core values of the Government of Cameroon and the UNEP Agency: Integrity, Assiduity, Respect and high sense of Collaboration.*
- *Demonstrating behaviors: listen deeply, collaborate openly and innovate without limits.*
- *Acts with highest integrity, accountability, and transparency.*

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to project needs.

Date: 28 JUL 2023

Approved by:



*Dingom Aurélie
Taylor Patience*