

**COMMISSION DU BASSIN DU
LAC TCHAD**



**LAKE CHAD BASIN
COMMISSION**

***TECHNICAL SUPPORT PROJECT FOR THE RESTORATION OF THE
ECOLOGICAL AND ECONOMIC FUNCTIONS OF THE LAKE CHAD BASIN
(PARFEBALT)***

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Terms of Reference

**Recruitment of a Gender and Women's Economic
Empowerment Expert for the Coordination Unit of the
Technical Support Project for the Restoration of the
Ecological and Economic Functions of Lake Chad Basin
(PARFEBALT)**

March 2026

1. Background and Rationale

The **Lake Chad Basin Commission (LCBC)** is an intergovernmental organisation established in 1964 by the States bordering Lake Chad to ensure the **sustainable and equitable management of the Basin's water resources, the preservation of associated ecosystems, and the promotion of regional integration**. It provides the institutional framework for cooperation among Cameroon, Niger, Nigeria, the Central African Republic and Chad, and plays a strategic role in promoting stability, economic development, natural resource management and climate resilience throughout the Lake Chad Basin.

Over the years, the LCBC has implemented several major initiatives, supported by its technical and financial partners, notably the African Development Bank Group (AfDB). These initiatives have focused on ecosystem rehabilitation, strengthening community resilience, improving water governance, and promoting regional security and stability. They include flagship programmes such as PRODEBALT, PRESIBALT and PARSEBALT, through which the Commission has developed substantial operational and institutional experience.

Despite these efforts, the Lake Chad Basin continues to face significant challenges, including ecological degradation and a shrinking surface area; increasing climate variability; growing demographic and anthropogenic pressures; limited availability and reliability of hydrometeorological data for informed decision-making; persistent insecurity; and institutional and socio-economic fragility across the region.

In response to these challenges and in line with regional strategic orientations, the LCBC adopted the Strategic Action Programme (SAP) for the Lake Chad Basin in 2022, covering the period 2023-- 2035. Within this framework, the AfDB is supporting Member States through the Technical Support Project for the Restoration of the Ecological and Economic Functions of the Lake Chad Basin (PARFEBALT).

The Project aims to:

- Strengthen hydrological, hydrogeological and ecological knowledge of the Basin;
- Prepare and structure a major regional investment programme;
- Improve gender- and conflict-sensitive water governance;
- Support the mobilisation of international financial resources;
- Strengthen the institutional capacities of the LCBC;
- Contribute to climate resilience and regional stabilisation.

A significant component of the Project concerns women's participation in natural resource governance, their economic empowerment (particularly in fisheries value chains), and the consideration of vulnerable groups in studies, analyses, consultations, and institutional activities.

To ensure effective implementation in line with AfDB standards and Member State requirements, it is essential to establish a dedicated, multidisciplinary and fully

operational **Project Management Unit (PMU)**. The PMU, hosted within the LCBC's Technical Department, will be responsible for the planning, implementation, technical oversight, fiduciary management, and monitoring-and evaluation of PARFEBALT.

The effective implementation of the Project's gender and social inclusion requirements requires recruiting a Gender and Women's Economic Empowerment Expert within the Project Management Unit (PMU) to support PARFEBALT coordination.

2. Responsibilities

The Gender and Women's Economic Empowerment Expert will be responsible for ensuring the cross-cutting integration of gender, social inclusion, and equity throughout all PARFEBALT activities, striving to reduce inequalities, promote fairness, and empower vulnerable groups. The expert will ensure that project interventions consider the specific needs of women, men, youth, persons with disabilities, and marginalised groups.

The responsibilities of the Gender and Women's Economic Empowerment Expert include the following:

- Ensure the Project aligns with the gender policies of the AfDB and LCBC;
- Ensure the incorporation of gender considerations into technical, socio-economic, environmental, and institutional studies;
- Support gender-sensitive monitoring and evaluation, along with the regular production of disaggregated data;
- Develop a gender analysis framework for project activities, studies, and reports;
- Support the validation, dissemination, and implementation of the Gender Action Plan and the Gender-Responsive Budgeting Guide;
- Support the setting of a minimum quota for women's participation in non-statutory LCBC bodies and activities;
- Ensure that the terms of reference for studies explicitly include clear requirements related to gender and social inclusion;
- Ensure the quality of gender integration in preliminary and detailed design studies (PDS/DDS), socio-economic studies, conflict and productive systems analysis, Environmental and Social Impact Assessments (ESIA), and climate vulnerability analysis;
- Guarantee the meaningful involvement of women in community consultations;
- Assist with project monitoring, evaluation, and reporting by:
 - Developing gender-sensitive indicators for the monitoring and evaluation framework;
 - Documenting progress on the Project's gender indicators (e.g., rate of women's participation in governance);
 - Ensuring the collection and analysis of data disaggregated by sex, age, and vulnerability;
 - Contributing to quarterly and annual reports, AfDB supervision reports and the project completion report;

- Develop policies, strategies, and technical guidelines (such as gender action plans, manuals, analytical tools, and procedures for the prevention and protection against GBV);
- Establish indicators and a gender-specific monitoring and evaluation system (methods for gathering disaggregated and inclusive data, tracking results);
- Support operational implementation (assisting the project team in adapting activities, budgets, and timelines to inclusion requirements);
- Enhance capacities through training, coaching, workshops, and awareness-raising sessions for project staff, LCBC personnel, partners, and beneficiaries;
- Identify and manage risks (conduct gender-related risk analyses and suggest mitigation measures and protection procedures);
- Perform any other gender mainstreaming and social inclusion-related tasks.

3. Required Profile

- University certificate:
- Master's Degree in Development Studies, Sociology, or Gender and Development
- At least 10 years of experience in participatory diagnostics, community development, gender mainstreaming, and the design and implementation of capacity-building programmes;
- Practical experience in gender integration within development projects or programmes funded by multilateral donors such as the AfDB, WB, EU, and UNDP, etc.;
- Proven experience in gender analysis within sectoral studies (water, environment, agriculture, climate);
- Demonstrated experience in training community groups and government bodies.
- Demonstrated experience in gender-sensitive monitoring and evaluation;
- Good knowledge of gender and social inclusion issues in the Lake Chad Basin region or similar contexts in Africa;
- Strong coordination, planning and activity monitoring skills;
- Ability to translate evidence and data into practical strategies, capacity-building initiatives, and measurable results that enhance accountability and sustainability;
- Solid understanding of gender, human rights, and social inclusion concepts;
- Analytical and methodological skills, especially in the collection and analysis of disaggregated data;
- Ability to work in multidisciplinary teams and multicultural environments;
- Training and facilitation skills employing participatory methods;
- Cultural sensitivity and ability to work with vulnerable populations;

- Excellent written and oral communication skills (report writing and advocacy);
- Understanding gender mainstreaming in natural resources governance.
- Have full professional proficiency, both written and spoken, in French or English. Knowledge of both languages is an asset;
- Demonstrate the highest standards of ethics, integrity and transparency.

4. Contract Duration

The Expert will be recruited under a one-year contract, renewable subject to a three (3)- month probationary period. The consultant's performance will be evaluated annually, and any contract renewal will be conditional upon a performance assessment deemed satisfactory by the Lake Chad Basin Commission.

5. Application File

The application file will include the following documents:

- a) Letter of motivation
- b) A detailed, dated, signed and certified Curriculum Vitae highlighting the candidate's qualifications, professional experience and competencies, and including at least two (2) relevant references with full contact details of previous employers;
- c) Copies of legally certified diplomas and employment certificates.
- d) Female candidates are strongly encouraged to apply.

6. Evaluation Criteria

Consultants will be evaluated based on their application files, according to the following criteria and scoring scale:

Criteria	Sub-Criteria	Marks
Academic Qualifications	Master's Degree in sociology, community development, administration, rural economics, or a related field;	10
General Experiences	At least 10 years of experience in participatory diagnostics, community development, gender mainstreaming, and capacity building;	20
Specific Experience	Practical experience in gender integration within development projects or programmes funded by multilateral donors such as the AfDB, WB, EU, and UNDP, etc;	20
	Proven experience in gender analysis in sectoral studies (water, environment, agriculture, climate);	10

Criteria	Sub-Criteria	Marks
	Proven experience in environmental or ecological restoration projects; Experience in developing Gender Action Plans; Understanding of the Sahelian context is highly desirable;	7
	Demonstrated experience in gender sensitive monitoring and evaluation;	8
	Understanding gender mainstreaming in natural resources governance;	10
Knowledge of the Area;	Good understanding of gender and social inclusion issues in the Lake Chad Basin or a similar environment in Africa. Experience in incorporating gender aspects into the planning of development projects	10
Other Skills	Proficiency in one or more local languages would be an asset.	5
Total		100

The minimum score required to be shortlisted is 75 points out of 100.

The candidate with the highest total score above the minimum will be invited to negotiate a contract.

In the event of final selection, the following documents shall be required:

- Original copies of the declared academic diplomas and employment certificates;
- A copy of a criminal record certificate issued within the last three (03) months;
- A medical certificate and follow-up report issued by a licensed medical practitioner.

7. Duty Station

The duty station is N'Djamena, Chad.

The Lake Chad Basin Commission guarantees equal opportunities for all candidates, actively promotes diversity within its workforce, and applies a zero-tolerance policy towards fraud and corruption. No fees or payments are required at any stage of this recruitment process. Only shortlisted candidates will be contacted.

Executive Secretary

Amb. IBRAHIM BABANI

