



LAKE CHAD BASIN COMMISSION



AFRICAN DEVELOPMENT BANK

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

**CALL FOR EXPRESSION OF INTEREST
(CONSULTANCY SERVICES)**

Recruitment of a Gender and Women's Economic Empowerment Expert for the PARFEBALT Coordination Unit.

**Project No.: P-Z1-A00-040 Grant No.: 5900155019267 and
2100155043847**

Date: 20/04/2026

1. The Lake Chad Basin Commission (LCBC) received funding from the African Development Bank Group to cover the cost of the Technical Support Project for the Restoration of the Ecological and Economic Functions of the Lake Chad Basin. LCBC intends to use part of the funds provided under this grant to finance the contract for a **Gender and Women's Economic Empowerment Expert for the PARFEBALT Coordination Unit.**
2. The services to be provided under this contract include, inter alia:
 - 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.
 - Etc.
3. The contract will be for a period of twelve (12) months, renewable subject to satisfactory performance, and will include a probationary period of three (3) months.
4. The Lake Chad Basin Commission (LCBC) hereby invites specialised individual consultants to submit their applications for the provision of the services mentioned above. Interested consultants must provide information demonstrating their qualifications and relevant experience to conduct the assignment, including: a recent, dated and signed Curriculum Vitae; copies of academic diplomas; references for similar services; and evidence of experience in comparable assignments, supported by documentary proof of satisfactory completion (e.g. certificates of service issued by clients, employment certificates, etc.).
5. The consultant must meet the following minimum requirements:
- A Master's Degree in sociology, community development, rural economics, human rights, or a related field;
 - 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.

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 development studies, Sociology, or Gender and Development	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
	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.

6. The eligibility criteria, shortlist and selection procedure will be in line with the Procurement Framework for Bank Group-Financed Operations, October 2015 edition, available on the Bank's website at <http://www.afdb.org>.
7. Interested consultants may consult the Terms of Reference at the address listed below during the opening hours of the following offices: Headquarters of the Lake Chad Basin Commission (LCBC), located at the Rond-point de la Grande Armée BP; 727 – N'Djamena, Tel: 00235 97878428 or on the website of LCBC <http://www.cbtl.org> from Monday to Friday from 08:30 to 15:30 local time. They may also obtain additional information at the following email address: parfebalt@cbtl.org
8. Applications must be submitted to the address below or by email no later than 3:30 p.m. on ~~...04.../2026~~ **...04.../2025** and must expressly mention **"Call for Expression of Interest for the recruitment of a Gender and Women's Economic Empowerment Expert for the PARFEBALT Coordination Unit"**.

To the Executive Secretary of the LCBC

Headquarters of LCBC - Rond-Point des Grandes Armées, P.O. Box 727, N'Djamena – Chad
by email: parfebalt@cbtl.org; cbtl.lcbc@gmail.com ;

N'Djamena, ~~20.../04.../2026~~


Executive Secretary
Amb. IBRAHIM BABANI

