



CONSULTANCY OPPORTUNITY

Consultancy title: Technical assistance in testing a CBNRM enabling environment tool.

Duration: Total of 32 days over two years (Dec 2025 - Nov 2027).

Reporting to: WWF in KAZA Lead

Location: Flexible location situated in KAZA

Funded by: Darwin Innovation Fund, Round 31

Expanded ToR: Available

A. GENERAL INFORMATION Services/Work Description: Consultant for technical assistance to the WWF in KAZA's "*Enabling Conditions Tool (ECT): An institutional tool for community conservation in southern Africa*" Project.

B. PURPOSE OF THIS CONSULTANCY: The purpose of this consultancy is to provide technical assistance to the WWF in KAZA Community Based Natural Resource Management (CBNRM) Enabling Conditions Tool (ECT) project. The Consultant will participate and play a technical advisory role in managing the development of the CBNRM ECT. The Consultant will also consolidate key outputs and oversee M&E activities associated with this project in all three countries (Namibia, Zambia and Zimbabwe) with data collection and analysis being a fundamental approach, undertaken by the project team (CBNRM specialists and M&E specialists in the WWF offices) working closely with the range of CBNRM practitioners involved. The impact of the project would see devolved community proprietorship and responsible natural resource stewardship that leads to improved biodiversity and reduced poverty through use of an innovative on-line ECT and field guidelines in the KAZA Partner States.

C. SCOPE OF WORK: This project will pilot an innovative tool in southern Africa that monitors the enabling conditions for CBNRM over the use and protection of wildlife, forests, non-timber forest products and fisheries. The tool can be used by communities, CBOs, NGOs and government authorities. It will be tested at field sites in Namibia, Zambia and Zimbabwe, and will also be applied at both field site level and online through the KAZA Impact Monitoring System (KIMS). The evidence from analysis of these results generated from the application and use of the tool will: (a) provide for communication briefs to alert governments and communities alike to weaknesses inherent in policy and practice underpinning the necessary enabling conditions for CBNRM; and (b) be used to influence local CBNRM structures and central government policy overseeing CBNRM.

D. EXPECTED OUTPUTS AND DELIVERABLES:

- a. From the initial consultation workshop: Acceptance of the ECT, its thematic questions and indicators, for ground truthing in sites to be selected in the three countries, by KAZA Secretariat, Partner Country focal points and CBNRM experts after initial detailed consultations.
- b. From the field site testing of the ECT in the three countries: Compiled findings and results from field testing of the ECT in the three countries. Guidelines for the field testing of the ECT. Continued monitoring and data quality analyses.

- c. The KAZA on-line Impact Monitoring System (KIMS) includes: Inclusion of the ECT on the on-line KIMS through detailed discussion with the PPF GIS and M&E specialist and KAZA Secretariat M&E Database Manager. Test and validate the on-line use of ECT. Launch the final ECT, together with guidelines.
- d. Policy briefs: An accepted and approved policy brief by the KAZA Secretariat and Partner States on the use of the ECT in shaping CBNRM in the KAZA and for broader use in the five countries.

E. INSTITUTIONAL ARRANGEMENT; The consultant will report to the WWF in KAZA Transboundary Programme Lead or his designate

F. ORGANISATION: WWF-Namibia

G. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR: Minimum of a Master's degree in Natural Resources Management, Environmental Science, Biodiversity or related fields. Minimum of ten years experience in NRM, CBNRM, Environmental Science, Biodiversity, or other related fields. Work experience in KAZA TFCA countries & with the KAZA Secretariat. Knowledge and understanding of NRM and /or CBNRM and Government administrative operations and policy formulation. Excellent interpersonal skills, ability to work well with multi-cultural teams. Demonstrated research, analytical skills, clarity in writing, ability to evaluate and synthesize information. Practical experience in M&E. Has a driver license and access to transport.

H. HOW TO APPLY

Submit the following to consultancies@wwf.na with the subject line:

"Application: Consultant – Technical assistance in testing a CBNRM ECT" by 20/11/2025.

You can contact Gordon Homer for more details if required at ghomer@wwf.na

1. Cover letter outlining suitability for the role.
2. Technical proposal with approach, methodology, and work plan to deliver on the TOR.
3. Proposed budget.
4. CV with (with full address, contact numbers and email address) with references demonstrating relevant CBNRM experience.

If we do not contact you within two weeks of the closing date, please assume your application has been unsuccessful.

Join us in shaping the future of one of the world's most vital transboundary conservation landscapes.