



GREEN
CLIMATE
FUND



Continental Water Investment Programme (AIP)

African Union Multi-Country GCF Readiness Project for Accelerating Climate Resilient Water Investments in Africa (AU AIP Multi-country GCF Readiness Project)

Terms of Reference: National Consultant in charge of Green Climate Fund (GCF) Readiness needs assessment for in the Republic of Congo

1. BACKGROUND AND JUSTIFICATION

On 6 September 2023, African Heads of State and Government committed to support the implementation of the Continental Africa Water Investment Programme (AIP), as part of the [Nairobi Declaration on Climate Change](#)².

Africa is highly vulnerable to climate change, which is expected to have a significant impact on water, with an increase in droughts, floods, water scarcity and waterborne diseases. Despite this marked vulnerability, many African countries have limited capacity to access climate finance for strategic water investments.

Access to climate finance for water security in Africa is critical to achieving the objectives of the African Union (AU) Climate Change and Resilient Development Strategy and Action Plan (2022-2032), which recognizes the need to strengthen climate-resilient water systems under Axis 2: Adoption of pathways towards climate-resilient and transformative development.

The Continental Africa Water Investment Programme (AIP) supports the implementation of this strategy. The AIP was adopted at the 34th Ordinary Session of the Assembly of Heads of State and Government of the AU on 7 February 2021, as part of the Priority Action Plan 2 of the Programme for Infrastructure Development in Africa (PIDA). The AU Strategy on Climate Change and Resilient Development (2022-2032) recognizes the AIP as a flagship initiative for the transformation of water systems.

The implementation of water investments in Africa falls significantly short of the targets set to meet the continent's growing social and economic needs. It is estimated that at least an additional USD

30 billion per year by 2030 needs to be invested to achieve Sustainable Development Goal (SDG) 6 on water and sanitation. Currently, only 10 to 19 billion USD are invested each year.

The AIP aims to close the water investment gap, mobilizing at least an additional USD 30 billion per year by 2030 and creating five million jobs to contribute to the Africa Water Vision 2025 and the water-related SDG targets by 2030.

The AIP is based on five pillars aimed at reducing the water investment gap in Africa:

- 1. AU-AIP High-Level International Panel on Water Investments in Africa** – This high-level international panel on water investments in Africa was established in 2022, bringing together current and former Heads of State as well as world leaders. In 2023, the Panel supported the AU in the development and launch of [Africa's Rising Investment Tide report](#) and the [Action Plan for Water Investment in Africa](#), which propose concrete courses of action to help countries mobilize at least an additional USD 30 billion per year by 2030 for the implementation of the AIP.
- 2. AIP-PIDA Water Investment Scorecard** – The [AIP-PIDA Water Investment Scorecard](#) aims to improve mutual accountability, transparency and efficiency of water financing and investments. This tool helps countries track progress, establish baselines, identify bottlenecks, and take action to meet Africa's water investment needs. It was adopted by AUDA-NEPAD in February 2022 and was developed and tested in 10 countries in 2023, before its roll-out across AU Member States.
- 3. Water investment programmes at regional and national levels** – AIP supports AU Member States in the development of national water investment programmes, aimed at bridging the investment gap. Many African countries are extremely vulnerable to climate variability and suffer from weak institutional capacity, inadequate water infrastructure, and insufficient information systems to ensure effective water management. National water investment programmes aim to address these gaps, building on lessons learned from the AIP-PIDA Scorecard.
- 4. AIP International Blended Investment Facility** – The AIP will assess the need for a blended International Investment Facility, to assist countries in mobilizing Official Development Assistance (ODA) and grant financing, in order to de-risk priority water investments through various innovative financial instruments and sources. These include sovereign wealth funds, guarantees, trade finance, institutional investors, private equity funds, foundations, value-based impact investing, and climate finance.
- 5. Gender equality and empowerment of women and girls in water investment** - The AIP will develop tools to assist governments to address systemic inequalities in decision-making, planning, and implementation of investments, by fostering a transformative approach in agencies, structures, and social relations.

2. BACKGROUND OF THE AFRICAN UNION'S MULTI-COUNTRY READINESS PROGRAMME (AU AIP MULTI-COUNTRY GCF READINESS PROJECT)

2.1. Scope of intervention

This mandate aims to operationalise the Water Investment Programme (WIP) in the Republic of Congo, using the AIP-PIDA Dashboard to catalyse sectoral reforms and mobilise investments. The WIP will align with national frameworks (NDCs, NAPs, water-climate strategies) and leverage available financing mechanisms (GCF Readiness/SAP, AfDB, BOAD, Adaptation Fund) to develop a portfolio of bankable and climate-resilient projects.

2.2. The Multi-Country Project

The Republic of Congo is one of fifteen (15) beneficiary countries in the first phase of the 'Support for GCF Readiness of the African Union Commission's Multi-Country Programme to Accelerate the Water Investment Programme (AU AIP Multicountry GCF Readiness Project)'. Funded by the Green Climate Fund (GCF) to the amount of US\$6,164,053, the project is being implemented by the African Union Commission through the Global Water Partnership (GWP) in Southern Africa (GWPSA) and the GWP Coordination Unit in Africa (UC-GWP Africa).

2.3. Objectives and areas of intervention

The project aims to strengthen national capacities in water investment planning and climate project preparation through four strategic areas:

- Institutional capacity building: Strengthen direct access to climate finance, particularly from the GCF, for water-climate actions.
- Strategic frameworks: Develop climate-resilient water investment programmes.
- Project development: Develop concept notes to advance national initiatives.
- Knowledge platform: Establish a continental mechanism for sharing experiences and facilitating investments for water security in Africa

3. OBJECTIVE OF THE MISSION

3.1. General objective:

At the end of the mission, the Republic of Congo has a prioritised, validated and operational vision of its GCF readiness needs, resulting in increased capacity for the NDA and stakeholders to programme and mobilise funding, and a better prepared project pipeline that is aligned with national strategies.

3.2. Specific objectives

- i. Strengthened governance and coordination: the roles, responsibilities and coordination processes of the NDA with ministries, EE/EAD and partners are clarified, formalised and effectively implemented.
- ii. Operational prioritisation framework: a national framework for prioritising readiness needs, with shared criteria, is adopted and used to guide a budgeted, sequenced and assigned action plan.
- iii. Improved pipeline quality and maturity: existing project ideas are enhanced to meet GCF requirements (theory of change, ESS, gender, risks), and new aligned ideas emerge.
- iv. Enhanced monitoring, reporting and learning capacities: common modalities for SEA and SRV of climate finance are defined and used to guide the implementation of the Readiness action plan.
- v. Strengthened ownership and inclusion: Readiness priorities are validated by a representative range of stakeholders, with tangible integration of gender and social inclusion in priorities and the pipeline.
- vi. Structured partnerships and learning: exchange mechanisms (peer-to-peer, South-South) are identified and initiated to support the implementation of the action plan and the maturation of the pipeline.

4. SCOPE OF THE MISSION

4.1. Main tasks

Kick-off and orientation

- Produce a inception report (methodology, work plan, detailed schedule, risk/assumption matrix, stakeholder engagement plan, gender/inclusion approach).
- Define prioritisation criteria and an evaluation framework aligned with the RRMF and the Readiness Strategy 2024–2027.
- Conduct a literature review.
- Review NDCs, PNACC, long-term strategies, sectoral policies, institutional mandates, past readiness initiatives, GCF programming documents, and relevant studies.

Data collection and analysis

- Develop/adapt interview guides and questionnaires aligned with GCF guiding questions.

- Conduct semi-structured interviews, focus group discussions and consultations with: NDAs, sectoral ministries, local authorities, civil society/CSOs, the private sector, technical and financial partners, EE/EAD and sub-national actors.
- Produce: (i) stakeholder mapping (interest/influence/mandate), (ii) gap matrix (institutional, technical, capacity, coordination), (iii) analysis of SEA/SRV systems and climate finance tracking, (iv) analysis of South-South cooperation/peer-to-peer exchange options.

Prioritisation and formulation

- Apply prioritisation criteria (GCF alignment, potential impact, technical/institutional feasibility, maturity, risks, ESS/gender, co-financing potential).
- Develop a Readiness Action Plan (objectives, results, activities, responsibilities, estimated costs, timetable, SMART indicators, assumptions/risks and mitigation measures).
- Develop a portfolio of project ideas for 2025-2027 with brief overviews (issues, theory of change, beneficiaries, adaptation/mitigation co-benefits, ESS/gender, governance, financing options/instruments).

Validation and iterations

- Organise and facilitate at least one presentation/prioritisation workshop and one validation workshop.
- Document comments, propose a consensus mechanism in the event of disagreement, and justify whether or not to incorporate the proposals received.

4.2. Transversal requirements

Gender and social inclusion: systematic integration of gender-sensitive and social inclusion approaches (content and process), breakdown of participants by gender/type of actor, and alignment with GCF gender policies and GWP recommendations.

Safeguards and compliance: consideration of ESS, data protection, confidentiality, and GWP/donor standards.

Quality and traceability: references and sources cited, collection tools in annexes, attendance lists/minutes, decision log and risk register.

5. STEPS FOR IMPLEMENTING THE MISSION

The consultant will develop a readiness assessment and a prioritised action plan, using a rigorous, participatory and evidence-based methodology. Operational details (tools, sampling, detailed timetable, logistics) will be provided and validated in the kick-off report.

Step 1: Initial setup

The consultant shall review relevant country documentation to:

- Collect and analyse relevant national climate change strategies and frameworks (e.g., NDCs, NAPs, SLTs, GCF Country Programmes, previous Readiness projects).
- Review institutional mandates, governance arrangements and coordination mechanisms related to climate finance. This review will also take into account the analysis of the country's engagement with the GCF, particularly through the Readiness Programme and the implementation of funding proposals.

Step 2: Data collection and analysis (document review + interviews/technical workshops)

For the consultant, this step will consist of:

- Map existing institutions involved in climate finance (NDAs, sectoral ministries, ESAs, CSOs, private sector entities, etc.), their roles and relationships.
- Using an interests/influences matrix, the consultant will prioritise their interventions with stakeholders at a later stage.
- Conduct consultations using tools with these stakeholders in order to gather information on (A) capacity building needs for climate finance coordination and the establishment of an enabling environment for integrated climate investments for designated national authorities (NDAs) on the one hand, and for other stakeholders, particularly Executing Entities (EEs), on the other. This information gathering should therefore cover:

For the NDA, on:

- Understanding national climate change strategies and familiarity with stakeholders (analysis, engagement and coordination).
- Development of strategic frameworks (NDCs, PNACC, etc.), policies and instruments, as well as climate investment plans.
- Monitoring/control/evaluation capacity, as well as communications and knowledge management.
- Integration of environmental, social and governance issues.
- Decision-making and resource mobilisation.

- Human skills/competencies, as well as infrastructure/equipment.
- Direct access applications and planning of the process initiated by designated/nominated entities.

For the EEs and potentiels DAEs, on:

- The operational modalities of the GCF, including the commitment process (accreditation).
- The development of bankable project proposals.
- Monitoring/evaluation.
- Social and Strategic Assessment (SSA)

Then, the data to be collected will also cover **(B) the development needs of pipelines contributing to the paradigm shift for the implementation of options for adapting to and mitigating the effects of climate change**, in order to:

- Update or develop the country programme to guide climate investments.
- Develop robust concept notes.
- Improve procedures and systems facilitating the implementation, financial management, monitoring and reporting of climate projects/programmes.

Data collection should also make it possible to assess **(C) the need to share knowledge and learning experiences that contribute to improving regional and national cooperation on climate finance programming**, with an emphasis on:

- The ability to capitalise on and/or share knowledge in order to overcome political limitations and address integrated climate investment programming and implementation.
- South-South collaboration based on climate solutions to strengthen partnerships at both national and international levels.

The collected data must be translated into useful information that clearly distinguishes the needs expressed by these stakeholders and the gaps/challenges that hinder/limit Congo's engagement with the GCF.

Finally, the analysis should lead to an assessment of prioritised needs in order to establish a solid basis for the formulation of concrete and appropriate interventions in the action plan. The consultant must therefore demonstrate rigour, analytical skills and facilitation skills to ensure the success of this data collection and analysis.

Step 3: Participatory workshop for interim feedback and co-prioritisation

Here, the consultant will plan an inclusive working session with all relevant stakeholders to present the readiness needs initially identified. During this workshop, the consultant will present the draft readiness needs assessment report, including the provisional action plan. The various stakeholders will participate in group work to confirm whether or not the readiness needs assessment takes their concerns into account and, if necessary, make the necessary adjustments. The consultant will facilitate these discussions to ensure that all voices, particularly those of vulnerable groups, are heard. The consultant will then summarise the contributions gathered and incorporate them into an advanced needs assessment report, including intervention planning. Here, the consultant will ensure that relevant information relating to:

- **The favourable political and regulatory environment**
 - the coherence and implementation of climate-related policies, legal frameworks and regulatory instruments that support integrated climate investments (e.g., investment planning frameworks, fiscal integration of climate risks, guidelines for action at the sub-national level);
 - policy gaps that hinder private sector engagement and the inclusive participation of vulnerable groups in climate finance programming and investment;

- **The capacity to plan climate investments and develop the project portfolio**
 - the country's capacity to prioritise and plan investments in line with national strategies and the programming objectives of the Green Climate Fund (GCF).
 - the quality and level of preparation of project ideas, concept notes or investment plans currently being developed.
 - institutional bottlenecks or support needs to strengthen large-scale project generation and design.

- **Systems for monitoring, reporting, learning and knowledge sharing**
 - institutional mechanisms and tools dedicated to Monitoring, Evaluation and Learning (MEL), Monitoring, Reporting and Verification (MRV), and climate finance tracking.
 - opportunities to strengthen regional cooperation, peer-to-peer exchanges and South-South collaboration

This participatory exercise should result in a summary of conclusions and the formulation of priority preparedness needs. The consultant will ensure that these elements are highlighted in the first draft of a report, which will also present:

- Findings from the literature review, stakeholder consultations and preparedness assessment.
- Prioritisation of key preparedness gaps and capacity-building areas, in line with the GCF's preparedness strategy for 2024-2027.
- A robust portfolio of project ideas within the framework of country programming and planning with the GCF (2025-2027), taking into account all the readiness needs of all NDA stakeholders.
- A list of concrete activities to address the identified gaps and guide the drafting of robust, evidence-based national Terms of Reference (ToR), including a preparedness action plan.

Step 4: Validation

A validation workshop will be organised to ensure approval by all stakeholders, whose attendance the consultant must ensure.

The consultant will therefore be required to:

- Support the CTN and AND in preparing and organising the validation workshop, including drawing up the agenda and preparing presentation materials.
- Present the draft Readiness Needs Assessment report and the proposed priority activities to stakeholders in a clear and structured manner.
- Facilitate inclusive discussions during the workshop to gather feedback from a wide range of stakeholders, including government institutions, the private sector, civil society and development partners.
- Document all stakeholder comments and incorporate relevant contributions into the final version of the preparedness needs assessment report and recommendations.

6. EXPECTED RESULTS / DELIVERABLES

- 01 inception report.
- 01 report analysing data on readiness needs (based on primary and secondary data), at the institutional and technical levels, to strengthen the country's preparedness to access the GCF.
- 01 Readiness Needs Action Plan with clear objectives, timelines, responsibilities and indicators for monitoring and evaluating its implementation, with support strategies for accessing the GCF.
- 01 report on the entire process, highlighting lessons learned and good practices.

7. PROFILE

- University degree (Bac + 4/5) in a relevant field such as: economics, finance, environmental sciences, geography, hydrology, management sciences, development studies, public policy or other related fields.
- Minimum 8 years of relevant experience in Congo in climate finance, GCF readiness, institutional diagnostics and multi-stakeholder facilitation.
- Proven knowledge of GCF processes/policies (NDA, direct access/accreditation, RRMF, gender, ESS, information disclosure).
- Good experience working with the government, government agencies, international or private institutions and the NEP.
- Good knowledge of UNFCCC protocols and the climate change negotiation process.
- Experience working on projects related to institutional capacity building and action plan development.
- Languages: excellent command of French; English desirable.
- Expertise in environmental and social safeguards frameworks applicable to climate finance.
- Good understanding of the socio-economic and political context of Congo.
- Sensitivity to gender and social inclusion; ethics, integrity, transparency.
- Absence of conflict of interest; availability throughout the period.

8. SCHEDULE, MILESTONES, AND PAYMENT TERMS

Expected duration: 20/04/2026 – 30/06/2026 (60 Expert/Day).

Deliverables	Deadlines	Payment
01 inception report	Two weeks after the kick-off of the mission	20%
01 report on readiness needs (based on primary and secondary data) supported by the action plan	29/05/2026	50%
01 Validated RNA report, including action plan 01 report on the entire process, highlighting lessons learned and good practices	26/06/2026	30%

9. COORDINATION

The National Consultant will work under the supervision of the National Technical Project Coordinator and in close collaboration with the GWP team, the NDA and the Ministry responsible for water.

10. SUBMISSION OF APPLICATION

Interested applicants should:

- **Submit a cover letter** dated and signed with the stated period of availability of the consultant and addressed as follows:

The Manager GWPSA NPC
Ground Floor, Block A Hatfield Gardens
333 Grosvenor Street Hatfield, Pretoria, South Africa
- **Submit a detailed CV**, highlighting relevant experience including three (3) professional references to gwpsaprocurement@gwp.org before deadline of **6 April 2026** at 23 :59 (SA local time)
- Address their questions directly to bianra.msocrates@gwpcaf.org

Note on Withholding tax: *GWPSA NPC Ltd (the company) shall, in terms of section 58 of the Botswana Income Tax Act CAP 52:01 (Act) deduct a withholding tax at the default rate of 15% as per the applicable Double Taxation Avoidance Agreement (DTAA) for any other country. The tax so deducted shall be remitted to the Botswana Unified Revenue Service, and the company shall issue the payee/contractor with BURS' tax certificates, which may, depending on the tax laws of the country of residency of the contractor, be used to claim foreign tax credits.*

Female applicants are strongly encouraged to apply. Please note that only shortlisted candidates will be contacted.