

## **Terms of Reference for Consultant to develop Wetlands International Tanzania Strategic Plan 2025-2030**

### **1. Introduction**

Wetlands International is the only global not-for-profit organisation dedicated to the conservation and restoration of wetlands for people and nature. It began operations in 1937 as the International Wildfowl Inquiry, initially focusing on the protection of water birds. In 1954, its scope expanded to include the conservation of wetland areas, leading to a name change to the International Waterfowl & Wetlands Research Bureau (IWRB). Later, it merged with the Asian Wetland Bureau (AWB) and Wetlands for the Americas (WA), forming a single global organisation in 1991—Wetlands International—with a Global Office in the Netherlands. Today, Wetlands International operates in over 100 countries, with more than 20 sub-regional, national, or project offices across all continents.

In 2011, Wetlands International established a country office in Nairobi, Kenya. In 2017, the Global Office mandated Wetlands International Eastern Africa to operate as a regional office, leading to the development of the first strategic plan (2017-2027). Since then, Wetlands International Eastern Africa has expanded its operations within the region. In 2018, it signed a Memorandum of Understanding (MoU) with several organisations and government agencies in Kenya, South Sudan, and Tanzania, including the Ramsar Centre for Eastern Africa. Additionally, Wetlands International Eastern Africa established a country office in Ethiopia in 2019, a project office in Uganda, and a country office in Tanzania in 2021.

In Tanzania, the strategic direction of Wetlands International Tanzania has been guided by the Wetlands International Eastern Africa Strategic Plan (2017-2027) and the Wetlands International Strategic Intent (2020-2030). Over the past four years, Wetlands International Tanzania has expanded its operations and anticipates further growth. The environmental sector in Tanzania has undergone significant developments in policy and regulation, alongside emerging challenges that require Wetlands International Tanzania to strengthen its positioning and strategic approach. Consequently, the preparation of the 2025-2030 Strategic Plan is necessary to align Wetlands International Tanzania's programming with global priorities.

Wetlands International Tanzania is now seeking an experienced and competent consultant to facilitate the development of its 2025-2030 Strategic Plan through a participatory and inclusive process. The consultant will work closely with Wetlands International Tanzania staff and stakeholders to lead this strategic envisioning exercise.

### **2. Objectives of the Consultancy**

The objective of this consultancy is to lead the development of the Wetlands International Tanzania 2025-2030 Strategic Plan by providing technical expertise and facilitation.

### 3. Scope of Work

The scope of work of the consultant will include but not limited to:

- a) Developing a methodology and work plan for a participatory process to gather input from partners and stakeholders.
- b) Conducting a comprehensive desk review of relevant documents to understand Wetlands International Tanzania's mandate, legal framework, and operational context.
- c) Undertaking discussions with key stakeholders including Wetlands International Tanzania and Wetlands International Eastern Africa staff.
- d) Analyse and compile all information pertaining to the context of environment sector in Tanzania focus on wetlands sub-sector, critical landscapes, stakeholder analysis .

### 4. Timeline for the consultancy

Approach	Deliverable
Preparation and Initial Consultations	- Brief inception report outlining key deliverables and timelines
Review, Consultation & Analysis <ul style="list-style-type: none"> <li>- Review of relevant organisational and sectoral documents</li> <li>- Consultations with leadership, programme staff, and stakeholders</li> </ul>	- Draft Strategic Plan
Facilitation of workshop to synthesis and validate compilation	
Refinement of Strategic Plan <ul style="list-style-type: none"> <li>- Analyse and Address feedback from consultation</li> <li>- Refine the Strategic Plan</li> <li>- Present the revised Strategic Plan Wetlands International Tanzania &amp; Wetlands International Eastern Africa.</li> </ul>	Revised strategic plan
Finalise the strategic plan based on feedback	Final strategic plan
Total estimated level of effort	

## **5. Deliverables**

- a) Inception report with a clear timetable of deliverables including the phases of inception (literature review & consultations), formulation and validation.
- b) A draft Strategic Plan.
- c) A final Strategic Plan (2025-2030), including an executive summary, background, SWOT analysis, strategic priorities, and metrics to assess progress.

## **6. Reporting**

The consultant will work closely with Wetlands International Tanzania staff under the supervision of the Country Programmes Coordinator.

## **7. Duration of the Assignment**

The assignment is expected to commence as soon as the contract is awarded, with deliverables due by **1 April 2025**. The consultant will remain available to address reasonable feedback for up to one month after project completion. The assignment will be conducted in **Dar es Salaam, Tanzania**.

## **8. Application Timeline**

Interested candidates should submit their proposals (technical and financial) via email to [hreastafrika@wetlands-eafrica.org](mailto:hreastafrika@wetlands-eafrica.org) with the subject line "**Wetlands International Tanzania Strategic Plan Development**" by **20 February 2025**. We appreciate all applications, but only shortlisted candidates will be contacted.