

Terms of Reference (TOR) to introduce community-led watershed/Integrated Natural Resource Management as a key strategy for DRR in Kapoeta East and Budi counties of Eastern Equatoria South Sudan for the EU funded SPREAD Project, the Resilience component implemented by DCA, ROG and ICPDO.

Introduction and Context

DanChurchAid (DCA) is a Danish Non-Governmental, Humanitarian and Development Organization, that primarily works with both local and international NGO partners. DCA is an active member of several international networks and alliances including churches. DCA is headquartered in Copenhagen and has offices in 19 countries worldwide. It seeks to assist the most marginalized populations through its three global goals – Save Lives, Build Resilient Communities, and Fight Extreme Inequalities with a cross-cutting focus on Gender Equality, Youth Engagement, and Environmental Responsibility. DCA works with local communities and is increasingly involved in strengthening the capacity of partners, communities, and local government institutions as well as its staff. DCA's South Sudan office is based in Juba and implements programmes through its partners in Jonglei, Upper Nile, Eastern Equatoria, and Central Equatoria states.

This Terms of Reference (ToR) for Consultancy describes DCA South Sudan's plan under the EU SPREAD project objective (SO2). The action adopts an integrated approach to conflict prevention, social cohesion, and resilience-building that systematically integrates a peacebuilding lens into income-generating initiatives, and activity to facilitate community-led and agreed land use plans based on community-led watershed management. Community-led/agreed watershed management is important in the borderlands for climate adaptation. The project countries face challenges with water scarcity, drought, high population growth, floods, and conflict. Community-led training sessions and meetings will enhance communities' awareness, knowledge, and skills in sustainably managing natural resources, strengthening ecosystems' adaptive capacity to climate change. These efforts will help prevent land-related conflicts, promote sustainable resource use, boost agricultural productivity, conserve biodiversity, and safeguard water quality and availability.

Project Background

The EU SPREAD project is a regional project covering Ethiopia, South Sudan and Kenya. However, this ToR only covers South Sudan where DCA is implementing in consortium with Safer World, TUPADO, ROG, ICPDO, ECC and APAD. The action engages pastoralists, agro-pastoralists, women and youth-led CSOs, traditional leaders, local and national authorities, and the private sector to enhance conflict prevention and mitigation. This is achieved through stakeholder analysis and gender-sensitive conflict mapping, strengthening community structures, and promoting inclusive, locally driven initiatives that address community interests and needs. It also fosters connections with regional, national, and international frameworks to support localized, gender-responsive, and climate-adaptive preventive measures. Additionally, the action prioritizes managing cross-border conflicts in alignment with local priorities and emphasizes active participation in advocacy to mitigate cross-border tensions. This ToR focuses the project's objective two: Enhanced access to income-generating opportunities and shared natural resources for borderlands community members. ""

Based on the community-led and agreed land use plans, the community will identify how and where there is a need for restoring degraded land. This action will be community-driven, as the communities will identify the issues and the action plan for restoration. Examples of restoration include re-introducing, increasing, and/or protecting key species of fauna and flora, and limiting the human-induced causes of degradation and unsustainable resource use. The action supports communities with inputs, GCT, cash for work, facilitation or trainings based on the context-specific needs.

Project Summary

Project name	Strengthening integrated Peace, Resilience and Disaster Risk Reduction for Cross-Border Communities in the Karamoja Cluster
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Project goal	To enhance effectiveness of conflict prevention and mitigation, DRR and management and resilience-building in cross-border communities in the border region of the Karamoja Cluster (S. Omo/Ethiopia, Turkana/Kenya and Eastern Equatoria/South Sudan)
Specific Activity	Community Based and agreed land use plans based on community-based integrated watershed management, encompassing relevant DRR measures.
Project indicators	% of targeted individuals who have adopted additional climate adaptation or disaster risk reduction practices. 2.5: % of targeted community members reporting increased preparedness and capacity to respond to community priorities in acute/ protracted crisis
Project locations	Kapoeta South, East and Budi counties Eastern Equatoria
Assignment duration	90 days consultancy
Implementing partners	DCA, ICPDO, ROG

Consultancy Purpose

As a component of this project, DCA is making watershed management a key strategy for DRR to address the root causes of hazards such as flood events, drought etc., through sustainable land use practices within a watershed. With an approach they will involve different sectors, focusing on cash for work elements, working with groups and technical authorities. The potential impact of the watershed management is recharging the groundwater table, reducing natural resource-based conflicts; releasing productive land on slopes; improving soil health, increase biodiversity; and increasing agriculture livelihoods and agroecology opportunities such as livestock and apiculture horticulture etc.

This Intervention helps to establish a clear upstream and Downstream linkage which is a crucial part of both disaster risk reduction and integrated watershed management and as a result it is anticipated to have positive impacts such as increased baseflow in streams, improved water yield in hand pumps, increased crop yield and vegetation, and increased areas under horticulture and forestry, agroecology as a result based on observed impacts from previous project interventions in other locations, which are still working. The interventions through approaches to promote sustainable use of natural resources, releasing land for production, and increasing water availability are expected to reduce conflict over land and water resources, resulting in a positive conflict mitigation impact.

The consultant is expected to introduce the concept and practice of Community-based Integrated Watershed Development and Management (CIWDM) as a key strategy for DRR by addressing the root causes of flood events, droughts etc. through sustainable land use practices within a watershed.

through training for key stakeholders. This training will focus on educating those involved in initiating the Integrated Watershed Development approach, including organizing a Training of Trainers (ToT) program. The training will target representatives from various Secretariats, Local Authorities, and community members. Topics to be covered will include the ecology and environment of watersheds, the definition and key concepts of Watershed Development, various watershed treatment measures, the social aspects of watershed management, and potential institutional arrangements for implementing watershed projects including ecological monitoring.

Additionally, the consultant will take a technical lead in demarcating the boundaries of the target watersheds, ensuring that the ridges, gullies, and drainage points are properly identified. This will be followed by detailed mapping of the watershed treatment plan, including the quantification of the various treatment measures. The consultant will also be responsible for developing a budget for each watershed treatment, as well as providing a manual for the implementation of watershed management practices.



Geographical Scope of the Evaluation

The consultant will conduct this task in Eastern Equatoria in Narus Kapoeta East County and Komiri Budi County with national, implementing partners: the Integrated Community Program Development Organization (ICPDO) and Roots of Generation (ROG).

Responsibilities of the INRM Consultant

1. The overall responsibility of the consultant is to provide quality assurance to the INRM project interventions through capacity building and technical support to DCA, Partners, Local Authorities, and communities to deliver quality INRM interventions and the consultant will be required to develop a capacity building curriculum/manual and a training plan and exit strategy for continuity of the establishment further development and treatment of the watersheds as a community initiative

Below are the specific key responsibilities of the INRM Consultant:

a) Capacity strengthening in INRM for the partners, local authorities, and communities

- a. Conduct INRM ToT to project implementing partners, DCA staff, and key community leaders
- b. Develop INRM handbook for lead partner staff and volunteers
- c. Provide INRM training for communities and partner staff
- d. Conduct quality assurance visits and provide feedback to the partner staff while establishing community-led structures for continuous QA, in the form of Farmer Family Learning Groups or similar structures
- e. Provide support in M&E tools development using that project specific indicators on Climate, DRR, watershed/integrated natural resource management and adapt the DCA TAPE tool for data collection and monitoring.
- f. Support to integrate implementation of agroecology in the watershed areas for sustainable livelihoods using a systems approach to achieve the goals of the project
- g. Facilitate inclusive consultations among DCA, its partners, relevant local authorities, and community representatives in:
 - Identifying a given number of watershed areas to be considered for treatment under the ongoing project.
 - Demarcating the boundaries of the target watersheds – complete with the ridges and drainage points
 - A detailed mapping of the watershed treatment plan, including quantification of the various treatment measures that would help in developing a budget for each watershed treatment.
- h. Provide technical training staff of DCA, partner, local authorities, and community representatives on:
 - All the technical works related to the watershed such as determining contours, designing and constructing gully checks, terracing, water percolation ponds, vegetative buds, etc.
 - Theory and practice of community organizing, community mobilization, and forming and strengthening CBOs such as Watershed Association, Watershed Development and Management Committee, and their relevance in developing and managing watersheds.
- i. Facilitate training workshops and develop and put in place appropriate templates and documents that are needed to enhance and ensure transparency and accountability in the designing and implementation of the various treatment activities. These include maintenance of cashbooks, attendance registers, timesheets, wage sheets, approval thresholds, decision-



making processes accountability mechanism between the Watershed Association and its elected management committee (WDMC)

- j. Support in developing Work Norms determination based on existing labour markets for each of the identified watershed activities pegging on best practices
- k. Support DCA and partners to develop a clear workplan for the INRM activities including milestone setting
- l. Guide and support partners in the formation of the Watershed Development Association (WDA) ensuring inclusion of all the key groups such as women, men, youth and persons with disabilities
- m. Facilitate quantity and develop technical watershed tools and materials
- n. Explore available opportunities to integrate livelihood and income-generating activities within the watershed interventions
- o. Support in drafting of the multi-year INRM proposals by partners and watershed committees/communities
- p. Align the project implementation to the required standard as per the INRM intervention best practices (compliance)
- q. Support in developing INRM intervention strategies e.g. in community mobilization, community participation, and awareness raising across the proposed INRM project areas

Management of the consultancy Process

The DCA Food Security, Livelihoods and Agroecology project manager, program manager and head of program will be the main contact persons for the consultancy process. DCA will manage the contract and engagement with the Consultant following the terms of the contract. Relevant contacts will be shared with the Consultant.

Time frame/schedule

The duration of evaluation shall be 90 days, starting from 1st April 2025.

Confidentiality

The deliverables and all material linked to the task (produced by the Consultants or the organization itself) are confidential and remain the property of the contracting party.

Expertise of the Consultants

This assignment is open to consultants with sound experience in the services outlined above.

The Consultant/team must meet the following requirements:

- Post-graduate/bachelor's qualifications in Environment/natural resource management, Range Management, drylands resource management, Land use management, Agriculture
- Proven experience in carrying similar assignments of INRM and watershed management in South Sudan
- Minimum of 10 years of similar assignment in INGO/government/agencies
- Advanced certifications or coursework in watershed management, climate change, ecosystem management, or community development would be beneficial.
- Competence in using GIS tools and satellite imagery to map, analyse, and monitor land use, hydrology, and natural resource distribution.
- Experience in working with local communities, understanding their needs, and facilitating participatory decision-making processes.
- Practical experience in implementing or managing watershed or resource management projects, especially in rural or degraded landscapes. This includes working on soil conservation, water harvesting, sustainable agriculture, or agroforestry projects.
- Practical experience in design, implementation, and analysing monitoring and evaluation (M&E) systems for natural resource management programs.
- Understanding government policies, environmental laws, and regulations concerning water, land, and forest resources.



- Knowledge and experience of South Sudan's political and cultural contexts

Technical and Financial Offer

The Consultant shall be required to submit the following:

1. Technical and Financial offer
2. The technical proposal should among others detail the following:
 - a. Consultants' understanding of the assignment with specific attention to the objectives of the assignment and how the objectives will be measured.
 - b. Methodology: A clear description of the overall design and techniques used in watershed management, participatory method for community engagements, ToT training topics.
 - c. Proposed team with CVs of the Individual Consultant or Consulting team that will be involved in the assignment.
 - d. At least 2 sample reports of similar assignments in water shed design and management with pictorials in the last 24 months for assessing the quality of work of the Consultant.
3. The financial proposal shall include the following:
 - a. Proposed budget
 - b. Professional consultancy fees and logistics costs (clearly state the level of effort for each member of the proposed team)
 - c. Proof of professional registration, taxation and other relevant documents may be required

Consultant Evaluation Criteria

The following ranking criteria will be considered for the contract granting:

Evaluation Criteria	Expectations of the technical and financial proposals	Score
Understanding of the ToR (The Consultant demonstrates a clear understanding of the ToR)	<ul style="list-style-type: none"> • The technical proposal clearly describes the understanding of the ToR, responding to the objectives of watershed and d integrated natural resource management assignments. • The technical proposal demonstrates a clear understanding of the project 	15%
Technical approach & Methodology: There is a clear description of how the Consultant will achieve the objectives of the tasks in the ToR	<ul style="list-style-type: none"> • TOT training on watershed management • Participatory community engagement • Community Water-shed development and management design/techniques 	30%
Context knowledge and experience: A demonstrated understanding of the context and the Consultant 's ability to work in the area.	<ul style="list-style-type: none"> • Has knowledge of, and experience in the context with the ability to work in the geographical location of the assignment to be undertaken. • Demonstrates a clear understanding of the target populations and the locations as well. 	10%
Team Leader qualification (Personnel expertise in conducting assessments and evaluations)	<ul style="list-style-type: none"> • Qualification of the individual or Lead Consultant and the evaluation team performing the work have been clearly stated. The Consultant/Team Leader has the required technical experience and expertise for the assignment. 	10%
Proposed work Plan (Illustrative work plan)	<ul style="list-style-type: none"> • Comprehensiveness of the work plan with realistic time estimates of each major segment of the work plan. 	10%

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Profile and experience (Clearly demonstrate company's experience through past similar assessments)	<ul style="list-style-type: none"> • Demonstrated previous related or similar work experience and skills/experience of at least 5 years • Has conducted similar assignments for INGOs and donor organizations/government that are in line with the thematic areas of the assignment • 2 sample reports of previous similar assignments have been provided. A review of these reports demonstrates quality work 	10%
Financial proposal	<ul style="list-style-type: none"> • A separate review of the Financial Offer will be undertaken • The Budget is clear and realistic • The Budget is aligned with the proposed work plan for the assignment. 	15%

Office base and movement

- This consultancy is to be implemented in the field in close collaboration with DCA, Partners, local authorities and community members.
- DCA will arrange local logistics including transport, accommodation and feeding.
- International and travel-related expenses such as visas, registrations and in-country flights between the field and Juba will be covered by DCA
- The consultant will however be responsible for their own travel insurance.
- The consultant will be required to move between field locations some of which are remote depending on the project activity.

Reporting lines

The INRM Consultant will work closely with DCA, local implementation partners, local authorities, and communities, and establish watershed committees. The consultant will report to DCA Programme Manager who will have overall responsibility for this engagement.

Contract Timeline

The consultant is to be contracted within the project funding period of 90 days. Depending on the funding and work on these watersheds in 2025, there is potential to have more follow-up visits in 2026, as watershed work will need several years to complete a full cycle. However, the consultant may be required to provide remote monitoring and technical support to TOTs

All contract terms for the engagement will follow DCA consultant hire guidelines as the contracting agency.

Payment

Payment is to be made to the consultant upon signature of the contract (30%) and following completion of each visit work (70%) and upon submission of final report.

All the required statutory deductions will be made from the gross pay and will be remitted by DCA to National Revenue Authority (NRA) as per South Sudan tax regulations & requirements.

DCA is responsible for covering all costs related to consultancy fees, international air tickets, national travel, visas and accommodation during this consultancy work.

Deliverables

- An inception report setting out the planned design methodology and techniques of the assignment
- Develop Watershed development and management SOPs/guidance notes and manuals during the assignment

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- Facilitation of Training of Trainers and introduce the concept of community-led integrated watershed development and management. The purpose of the training is to equip the communities to identify and understand land-use plans and to understand ways to improve the watersheds and land around them. Each training will last 5 days for 30 participants. The output of the training will be 1 land-use plan per location.
- Produce ToT Training manuals and reports of training sessions, workshops, meetings, etc.
Submit periodic field reports and pictorials with recommendations
- Final detailed consultancy report with pictorials

Application Process

If interested in applying for the aforementioned consultancy, please send your CV along with a written technical and financial proposal, outlining a plan and approach for executing the consultancy in line with the points mentioned to agym@dca.dk; gadu@dca.dk; with naku@dca.dk; kamm@dca.dk, telp@dca.dk in cc.

The deadline for submission of application is 21st of March 2025 before 16.00 hrs:CAT. The subject of the application letter or e-mail should read Application for Community Based Agroecology Training of Trainers using the Farmer Field School Approach Consultancy.



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