

Nile Cooperation for Climate Resilience (NCCR) Project

TERMS OF REFERENCE

Individual Consultant to train staff on Stakeholder Engagement

Location:	Virtual or Physical
Type of contract:	Individual Contract
Language required:	English
Starting date:	May 22, 2025
Duration of initial contract:	6 days

1. Background

More than half a billion people across 11 countries in Africa depend on the River Nile and its countless resources. But while continent's population is surging – and is expected to reach one billion in 2050 – the river remains a limited unit whose users often have conflicting interests.

Against this reality, ten riparian countries – Burundi, DR Congo, Egypt, Ethiopia, Kenya, Rwanda, South Sudan, Sudan, Tanzania, and Uganda – established the Nile Basin Initiative (NBI) on 22 February 1999 as a regional intergovernmental organization that seeks to develop the River Nile in a cooperative manner, share substantial socio-economic benefits and promote regional peace and security. The Member States arrived at a Shared Vision of a sustainable socio-economic development through the equitable utilization of, and benefit from, the common Nile Basin water resources and selected three functional areas that have been guiding NBI's work over the last 25 years: i) Facilitating Basin Cooperation ii) Water Resources Management and iii) Water Resources Development.

To drive the final years of its 10-year Strategy, NBI has revamped its Communications and Stakeholders Engagement (CSE) Strategy (2025-2029) with two main objectives:

Objective 1: To create foundation for inclusive, factual and constructive dialogue and engagement on Nile Basin matters.

Objective 2: To get buy-in for NBI's activities to secure and maintain the support and resources required to address challenges in the Nile Basin.

Some strategic approaches of the Strategy are more pointed than others on stakeholder engagement:

Strategic Approach D aims to identify and engage important stakeholders consistently and proactively to enable inclusive and effective implementation of NBI's work. Key among its recommend actions are to engage countries and development partners to ensure continued access to funding (D2), and Better utilise strategic partnerships to engage specific stakeholder groups (D3).

Strategic Approach C aims to better utilise national NBI structures and partnerships to enhance awareness of the benefits of cooperation at national level. It recommends. Leveraging NBI events and staff travel for national engagement (C2) and better demonstrating the benefits of cooperation for people's livelihoods (C3)

Strategic Approach F aims to ensure cohesive and informed operations across NBI centres and governance members through intensified internal communication. It prescribes enhanced staff capacities for communications and stakeholder engagement (F3).

2. Objective of this Assignment

NBI is looking for an individual consultant to develop an engaging online workshop designed to introduce its new CSE Strategy to staff at its three centres and empower the staff to contribute to stakeholder engagement. The course should contain practical exercises to further enable staff to take their first steps in engaging with stakeholders while contributing to NBI's mission. The course will be designed in line with NBI's gender mainstreaming policy.

Participants

An estimated 40 professional staff at three centres of NBI and interns/young professionals

Course Objectives

1. To introduce the concept of Stakeholder Engagement to staff in the context of NBI's new communication and stakeholder engagement strategy, which aligns with its gender mainstreaming policy
2. Demonstrate how key aspects of stakeholder engagement can apply in NBI context and how staff can participate in them.

4. Course Outcomes:

At the end of the course, participants will be expected

1. to have a basic understanding and appreciation of stakeholder engagement and how they can effectively participate in it
2. to have greater skill in stakeholder engagement especially through Communication.

5. Duration of Assignment

The assignment will last **6 working days**

6. Timelines, Deliverables and Payment Schedule

	Key Deliverable	Due Date	Level of effort	Payment (one Instalment upon finalization of 3 stages)
1	Inception report: Outline of course/workshop content, structure and execution plan	3 days after signing contract (2 days of report, an 1 additional day for possible revision and finalization)	3 days	
2	Training workshop (approximately 3-4 hrs) and gathering participants' feedback	1-2 days after approval of concept note (at most 5 days after signing of contract)	1 day	
3	Final Report, recommendations and take-away resources	2 days after training	2 days	

	Total		6 days	100%
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7. Qualifications and experience

- The minimum of a Bachelor's degree in Humanities or Social Sciences from a recognized university.
- At least four years' experience in Stakeholder Engagement and Communications in a development context
- At least three years' training experience with basin organizations or other international development organizations, and knowledge of international development principles
- Familiarity with Nile Basin issues, NBI and Nile Cooperation is highly desired
- Demonstrated cultural competence.
- Fluency in English.

8. Application Requirements

- Concept note on how the assignment could be executed in line with the Terms of Reference.
- CV of the consultant including three referees and evidence of similar assignments conducted in the past with NBI or other river basin organizations
- Any other information deemed relevant to demonstrate experience and capacity to execute the assignment.

9. Terms of engagement and payment modalities

1. The consultants will be recruited on **part time basis**.
2. The consultant shall sign a contract with the NBI Secretariat and will be paid **professional fees per man-days** in accordance with agreed deliverables and the negotiated and agreed rates.
3. The consultant will work closely with the Regional Communication and Stakeholder Engagement Specialist based at the NBI Secretariat, who will also be the **contract supervisor**. Non-exhaustive list of deliverables is outlined in Table 1
4. The cost for official travels, if applicable, shall be reimbursed at the cost of economy class tickets and any additional expenses approved by the contract supervisor.

10. Operational procedures

It is the responsibility of the consultant to adhere to the World Bank Operation Procedures for environmental and social safeguards to ensure that their activities together with the people accompanying him/ her in the field work during the execution of this assignment do not pollute the environment or encourage gender-based violence and child labour. The consultant shall observe work safety & occupational hazards guidelines during this consultancy.

11. How to Apply

Interested individual consultants who meet the requirements should submit an electronic application to the Executive Director of NBI, attention to procurement officer at Email :

wrmconsult@nilebasin.org, in Entebbe/Uganda, no later than 12:00 pm (Local time in Entebbe, Uganda) 23rd May 2025, 2025, with the mention of: "Individual consultant to conduct online course for stakeholder engagement" under the (World Bank funded) Nile Cooperation and Climate Resistance project. **Women are strongly encouraged to apply.**