

Short-term consultancy: support ClientEarth's Africa Programme Strategy Refresh

Duty station: Home-based / remote

Type and duration of contract: Consultancy contract, part-time for 4 months, with the option to extend for an additional 2 months (approximately 20 – 25 hours/week)

Preferred starting date: 1 February 2025 to 31 May 2025

Closing date for applications: 23 January 2025

Background

1.1 About the organisation

ClientEarth is a global environmental organisation that uses the power of law to bring about systemic change that protects the earth for – and with – its inhabitants. The organisation works in partnership across borders, systems and sectors, using the law to protect life on earth. The aim is to bring about end-to-end systemic change: informing, implementing and enforcing the law, advising decision-makers on policy, and training legal and judicial professionals.

ClientEarth was set up in 2007 in Europe. More than 17 years on, it is now actively engaged in over 60 countries through a network of ClientEarth branches, representative offices and subsidiaries, as well as through strategic partners with a shared vision of a future where people and planet thrive together.

1.2 About the assignment

Over the past 10 years, ClientEarth's overall objective in West and Central Africa (Ghana, Liberia, Cote d'Ivoire, Gabon and the Republic of Congo) has been to use legal tools to strengthen Indigenous Peoples and local communities (IPLC) rights and improve forest governance to conserve forests. ClientEarth works towards long-term systemic change that enables sustainable, community-led natural resource management. Our approach is rooted in combining the expertise of our local partners with the power of the law to improve the governance and conservation of forests in West and Central Africa. Our work to date has also been shaped by international, regional and European initiatives aimed at addressing forest governance issues and drivers of ecosystem destruction (FLEGT Action Plan, EU Deforestation Regulation, Global Biodiversity Framework, Paris Agreement, Central African Forest Initiative, etc.).

ClientEarth is currently in the process of developing a new five-year regional strategy in Africa with accompanying Theory of Change and Theory of Action. With the help of this consultancy, we seek to finalise the strategy and take action to embed and socialise it among ClientEarth staff and partners.

1.4 Partnerships and implementation approach

Classification: **Internal**

ClientEarth works directly with ten (10) partners in Ghana, Liberia, Cote d'Ivoire and Gabon – both legal organisations and non-legal civil society organisations – and engages with many more national civil society organisations. It is primarily through partners that we work with IPLCs.

As an organisation based in the Global North, implementing programmes on the African continent, ClientEarth must ensure a strong commitment to decolonise its work and approach with partners, CSOs and IPLCs. A key element of this new strategy and its implementation will be to critically rethink our partnerships, gender dynamics, power structures, and anti-racist approaches.

1.5 Gender, power & inclusion

Women's participation in and leadership of forest governance is a key element that structures ClientEarth's work in West and Central Africa. An important part of the new strategy and its implementation will be to meaningfully consider gender, power & inclusion within our approach.

2. Purpose

In the frame of this project, ClientEarth would like to commission an external consultant to:

- Liaise with the external Theory of Change Consultant and ClientEarth Africa programme staff as they prepare the draft Vision Statement, draft Theory of Change and draft Theory of Action;
- Lead ClientEarth's Africa programme staff in a critical appraisal of the draft Vision Statement, draft Theory of Change and draft Theory of Action, collate feedback;
- Assist ClientEarth's Africa programme staff in their engagement with partners on the draft Vision Statement, draft Theory of Change and draft Theory of Action, collate feedback;
- Assist ClientEarth Africa programme staff to finalise the Africa strategy document for submission to the Board of Trustees;
- Create an agreed timeline and plan for internal engagement on the Africa FOLU strategy at ClientEarth;
- Assist ClientEarth Africa Programme staff to develop an annual plan for the first year of implementation of the new strategy;
- Assist ClientEarth Africa Programme staff to develop funding proposals for implementation of the new strategy;
- Assist ClientEarth in developing a learning and impact framework that responds to the refreshed Africa strategy, based on draft prepared by external Theory of Change consultant; and
- Provide peer review to selected documents produced by the ClientEarth Africa programme, including research on a human-rights approach to biodiversity conservation, research on the EUDR legality requirement and case studies on the sustainability of community forestry.

3. Methodology

Classification: **Internal**

The finalisation and embedding of ClientEarth's refreshed Africa strategy will be undertaken by a consultant under the overall responsibility of the Head of Environmental Rights and Rule of Law.

The consultant will participate in ClientEarth's Africa programme weekly meetings and have access to the IT tools necessary to collaborate with ClientEarth staff, partners and external consultants.

4. Scope of Work

The consultant is expected to undertake a participatory approach in assisting ClientEarth to finalise its refreshed Africa strategy, with considerations for participation from ClientEarth staff, key partners and external consultants. The process of finalising the strategy will be directed by the consultant and managed by the ClientEarth team, as holders of internal and external relationships.

4.1 Deliverables

The consultant will:

- Review and amend the draft Vision Statement, draft Theory of Change and draft Theory of Action and, in consultation with the ClientEarth Africa programme team and partners, finalise these documents;
- Prepare a presentation to present the finalised Strategy to the Board of Trustees;
- Develop an annual plan for the first year of implementation of the new strategy;
- Contribute to the development and drafting of funding proposals (where relevant);
- Provide timely peer reviews of at least three ClientEarth Africa programme outputs.

Biweekly reports or meetings should be sent to or held with ClientEarth staff to update on ongoing work and results of monitoring activities.

The consultant will not be asked to represent ClientEarth. The location for this consultancy is home office. The consultant is expected to provide her/his own office space, accommodation, transport, IT equipment (including email address) and working materials.

The consultant will be expected to keep a timesheet and bill based on hours worked on a monthly basis.

4.2 Duration and Budget

The consultancy will commence in early February and conclude no later than end-May 2025. The total budget available for this consultancy is £24,000. This includes all consultancy fees (including any applicable taxes) and any associated costs incurred by the consultant. Travel and per diem (if required by the consultancy will be covered additionally).

5. Qualifications and Experience

The consultant should have:

- at least 10 years of proven and well-documented excellent research and analytical skills, including experience in developing legal strategies and interventions;
- Excellent facilitation skills, including in participatory approaches;
- Experience in forest governance highly desirable;

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- Excellent writing skills;
- Strong communication and presentation skills;
- Cross-cultural awareness and flexibility;
- Bachelor's degree in law (desirable), or equivalent professional experience (essential);
- Working knowledge of one or more of these areas: natural resources governance; environmental law; forest governance and conservation (essential);
- Knowledge of and or experience in the Congo Basin and/or West Africa (desirable)
- Commitment to ClientEarth's vision, mission, values, and a working style which reflects these, including a commitment to a decolonial, feminist, anti-racist and partner-led approach (essential).

Skills

- Excellent legal and policy analysis skills
- Critical thinking, highly creative, flexible and solutions-oriented
- Fluent in French and English (CEFR level C1) with outstanding written and oral communication skills (essential)
- Ability to explain complex legal information in a simple language and to adapt language, content and style to different audiences
- Well-developed interpersonal communication style and ability to work collaboratively with partners from a distance and split across different geographies
- Excellent organisational and planning skills, with the ability to manage competing priorities

6. Application Process

Interested candidates should submit your CV, including a proposed fee rate, and a short concept note to Anne Friel, Head of Environmental Right at afriel@clientearth.org and Ailsa Griffith at agriffith@clientearth.org before 23 January 2025.

Interviews will take place in the week of 27 January 2025.

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