CONSULTANCY TO FACILITATE THE RETREAT FOR THE AFRICAN ACTIVISTS FOR
CLIMATE JUSTICE (AACJ) PROJECT

The African Activists for Climate Change (AACJ) Project is a five-year programme funded by the Dutch Ministry of Foreign Affairs. The programme will be implemented in eight African countries: Burkina Faso, Ethiopia, Kenya, Nigeria, Mozambique, Senegal, Somalia and South Africa.

Conceived by PACJA, FEMNET, Oxfam, Natural Justice and African Youth Commission, the Consortium aims to strengthen an African movement for climate justice, amplifying the voice of Africans who are at the frontline of the climate crisis. We will work with women, youth and local communities – as well as other traditionally side-lined groups, such as people with disabilities – to call on governments and the private sector to act on the climate crisis and ensure the rights of all people to live a decent and dignified life in a healthy environment are met.

Project Goal:
Amplifying and uniting the voices in Africa demanding that the most vulnerable groups– Women, Youth and local indigenous communities in the target countries and beyond are have capacity to defend and realize their human rights and live a decent and dignified life in a healthy and sustainable environment, within the context of the climate emergency

Purpose of the Retreat
The retreat design will facilitate a deepened appreciation of critical issues and create an enabling environment to propel implementation of the AACJ programme. It will set the scene for continued interaction and engagement by providing a platform for peer exchange, review, learning and consensus. The retreat is also meant to reaffirm the leadership role of the Project Governance Group to catalyse, facilitate and build necessary capacity to achieve the aspirational targets and systemic change to achieve AACJ Commitments.

The overall goal is to provide a space for dialogue, sharing, peer learning, problem-solving and creating new knowledge and understanding within the AACJ consortium. It is expected that such interactions will build individual and collective resolve and determination for the desired leadership to champion AACJ programme objectives.

Specific objectives of the assignment
1. Build a more cohesive team; get to know each other better, blend and create harmony amongst the consortium leadership for improved implementation of the programme.

2. Collectively share, reflect and review successes and challenges in implementation, highlighting in particular the lessons learned and appropriate recommendations for the way forward.

3. Review the internal and external operating context and agree on adaptations required for successful implementation of the AACJ programme.

4. Strengthen coordination systems at all levels.

5. Finalize the Project Implementation Manual.

6. Strengthen mutual accountability; clarify roles and expectations across all levels.

7. Develop a common understanding of the ways of working, guiding principles and values.

**Scope of Work**

The scope of work includes two main areas of work:

1. Conduct structured Interviews with consortium partners to enrich the agenda

2. Co-Facilitate the retreat sessions to enable achievement of retreat objectives.

**Deliverables**

The following are key deliverables for the assignment:

1. A cohesive, energized, and refreshed leadership team to drive the AACJ programme implementation.

2. Elicitation of decisive commitments and programmatic actions to drive implementation towards the desired results and impact.

3. A shared understanding and clarity on the coordination structures.

4. Continuous improvement plans and initiatives to leverage existing strengths and opportunities as well as address obstacles to implementation.


6. A refined and shared understanding of roles, ways of working and framework for an enabling environment for the programme.

**Duration of Consultancy**

The assignment is expected to take 18 working days including report submission.

**Program of Work**
The consultant shall split time to cover the work schedules as follows:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Timeframe (Days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interviews with Consortium partners</td>
<td>3</td>
</tr>
<tr>
<td>Refined Retreat agenda</td>
<td>1</td>
</tr>
<tr>
<td>Retreat Facilitation</td>
<td>4</td>
</tr>
<tr>
<td>Draft Report</td>
<td>5</td>
</tr>
<tr>
<td>Final Report</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18 days</strong></td>
</tr>
</tbody>
</table>

Qualification and Education Experience

- Advanced University degree in Human Resource Management, Business administration, Project Management and other relevant fields.
- Required professional Skills and Experience At least 10 years’ experience in strategic management, human resource management, organizational strengthening etc.
- Knowledge of the multilateral environmental agreements
- Experience in international project implementation is an asset;
- Experience in international consortium is an asset;

Core Competencies

- Strong knowledge of the field of expertise with good analytical skills, ability to understand complex problems and to deliver appropriate solutions.
- Good spoken and written communication skills, including the ability to liaise with technical staff and present information in a clear and concise style.
- Ability to plan projects and activities, work to tight deadlines, and manage conflicting priorities.
- Ability to understand users' needs and to customize services and products accordingly, in order to provide user-friendly and ergonomic solutions that meet user requirements.
- Expert knowledge in people management

Duration of assignment

The assignment is expected to be carried out between 17th June to 15th July 2022.
Application process

Send the proposal and relevant resumes to kobia@pacja.org copying info@pacja.org by 16th of June 2022