

TOR/TZ/07/2025

Terms of Reference

Conduct an environmental analysis for the BRIGHT project in Tabora, Tanzania.

1. Background

Nutrition International (NI) is a global nutrition organization, which aims to transform the lives of vulnerable people, especially women, adolescent girls, and children, by improving their nutritional status and health, as these groups often have the greatest unmet needs.

Nutrition International is implementing a seven-year (2022-2029) integrated adolescent sexual and reproductive health (ASRH) and nutrition project titled “Building Rights for Improved Girls’ Health in Tanzania” (BRIGHT) in Tabora, Tanzania. The project is funded by the Government of Canada through Global Affairs Canada (GAC) and implemented in partnership with the Government of Tanzania, EngenderHealth (EH) and Young and Alive Initiative (YAI). The BRIGHT project is designed to build agency and support the empowerment of adolescents (10-19 years old) in eight councils in Tabora region to exercise their SRH and nutrition rights by focusing on three distinct and interconnected program approaches:

- 1) Creating an enabling environment to strengthen governance and accountability between rights holders and duty bearers, and engaging community members, parents/caregivers, religious and traditional leaders to promote and support adolescent SRH and nutrition rights.
- 2) Strengthening service provision to become more accessible, responsive, and effective to the needs of adolescent girls and boys.
- 3) Engaging adolescent girls and boys, as well as key social influencers (including parents, community, religious and traditional leaders) to increase the demand and use of quality SRH and nutrition information and services.

Nutrition International seeks to engage a highly skilled and experienced consultant to conduct an Environmental and Social Impact Assessment (ESIA) of the BRIGHT project's activities, including small-scale construction of health facilities, and support the development of Environmental Management Plans (EMP) for the project and more specifically for the construction works.

2. Rationale and Objectives

The BRIGHT project is committed to adhering to international and Government of Tanzania’s environmental standards, best practices, and regulations, including relevant legal and regulatory frameworks, in the design and implementation of project activities.

Based on Canada’s Environmental Screening Criteria¹, the BRIGHT project has been categorized as a Category B project, which means a project with potential low to moderate environmental risk or environmental opportunity. Category B initiatives require environmental analysis, the depth of which is commensurate with the initiative's environmental significance. Accordingly, to comply with the requirements of the contribution agreement and particularly, Canada's environmental legal framework, comprised of the Impact Assessment Act 2019 and Cabinet Directive on the Environmental Assessment of Policy, Plan, and Program Proposals, as well as Tanzania’s legal and regulatory framework on the environment, notably the Environmental Management Act 2004, EIA and Environmental Audit of 2005 and 2018 amendments, as well as the Environmental Policy of 2021, the BRIGHT project will conduct the environmental analysis based on guidelines provided by the frameworks stated above.

¹ https://www.international.gc.ca/world-monde/funding-financement/screening_tool-outil_examen_prealable.aspx?lang=eng



In August 2024, the BRIGHT project conducted a renovation needs assessment to analyze infrastructure barriers that hinder adolescents from accessing SRH and nutrition services in health facilities. This assessment aimed to determine what renovations may be required to create an environment that provides privacy and confidentiality for adolescents during the provision of SRH and nutrition services. The assessment informed the need for small-scale construction in 26 health facilities to create a youth-friendly environment for adolescents to access services. The list of selected health facilities is provided in Annex 1 below.

The small-scale construction of these health facilities has triggered the need to conduct site-specific ESIA as well as develop a Construction Validation Plan (CVP) in compliance with the Government of Tanzania and Global Affairs Canada regulations.

Overall objective

The primary objective of the consultancy is to support the integration of environmental sustainability measures in BRIGHT project activities implemented in Tabora.

Specific objectives

1. Assess the potential environmental impact of the small-scale construction work at selected health facilities.
2. Identify potential adverse and positive environmental impact of project activities and risks to the environment, while maintaining a gender lens that considers the differential impacts of the environment on adolescents, women, and men.
3. Identify environmental and social management measures, as well as mechanisms for their implementation and monitoring, to address potential adverse impacts and opportunities to enhance environmental benefits.

3. Scope of Work

The consultancy will be conducted in two phases:

Phase One

The consultant will assess the potential environmental and social impact of small-scale construction planned for selected health facilities, whether positive or negative. The consultant will develop recommendations for mitigation measures that ensure compliance with appropriate laws and regulations to effectively address identified impact, which will be shared with the contractor. The consultant will compile and deliver an EMP, which outlines the environmental and social management measures along with the mechanisms for their implementation and monitoring, to minimize the negative impacts and enhance the positive aspects arising from the construction work. The consultant will develop a CVP, detailing the approach and criteria for ensuring compliance with environmental and social standards during construction work.

Phase Two

The consultant will assess the potential adverse and positive environmental impact of overall project activities and identify mitigation measures to address potential adverse impacts as well as opportunities to enhance environmental benefits. The consultant will compile and deliver an EMP, which outlines the environmental and social management measures as well as mechanisms for implementation and monitoring. The consultant will also train stakeholders, including regional and council management teams (R/CMT), health facility providers, teachers, and community members on the implementation of the EMP.



Activities

Workplan: Develop a detailed workplan that outlines key steps and timelines for completion of deliverables as outlined in the Terms of Reference, including timelines for engagement with relevant stakeholders.

Analysis of policies, regulations, and environmental context in Tanzania: The consultant will conduct a literature review of existing research, policies and best practices related to the project environmental context. This will include review of the publications from the Government of Tanzania, the World Health Organization (WHO), GAC as well as relevant project documents. This review will enable the consultant to understand the environmental legal, regulatory, and institutional frameworks relevant to the BRIGHT project and understand how project activities align with current environmental regulations and frameworks. This is essential for ensuring compliance with legal frameworks and promoting synergy with established environmental guidelines.

Key Informant Interviews and Consultation with stakeholders, such as the environmental regulatory body in the region, environmental NGOs, academic and scientific community in the region, as well as local communities in Tabora to assess their knowledge in environmental management and sustainability and to identify any environmental concerns. Furthermore, the consultant will consult key influencers (e.g. local leaders, council leaders etc.), adolescents, and healthcare providers to understand specific environmental conditions, ecological nuances, and community dynamics.

Focus Group Discussions (FGD) with a range of stakeholders in the selected councils, including adolescent girls and boys (aged 10-19), social influencers, civil society and local government or community leaders. Focus groups will help to identify shared beliefs, values, and norms within a community or stakeholder group. Understanding these group dynamics is important for assessing how environmental changes might be perceived collectively. FGDs will also provide a platform for exploring the cultural and social context of the environment in the project areas.

Questionnaire: Using data collection tools reviewed and approved by the BRIGHT technical team, the consultant will collect data through open or closed ended questions designed for the environmental analysis.

Facilities Sampling: For phase one activities, the consultant will conduct EISA in all health facilities that require small-scale construction. For phase two activities, the consultant will conduct sampling to establish a representative sample of health facilities, schools and target groups, including health officials, adolescents, and community members.

Site Visits and Observation: With the participation of different stakeholders and the community, the consultant will gather data by observing health facilities, and school and community events, and noting characteristics of community members in their day-to-day settings.

- Phase 1:** The consultant is expected to collaborate with the District Engineer, members of Council Health Management Teams (CHMT) and respective health facility In-Charge to visit each site planned to receive small-scale construction to identify the potential environmental impact of the proposed small-scale construction and develop site-specific EMPs and CVPs.
- Phase 2:** Coordinate with Council Management teams to visit health facilities, schools and communities where BRIGHT project is implemented and identify the potential environmental impact of the project activities.



Data Collection and Management: The consultant will develop data collection tools (questionnaires, interview guides, etc.) in coordination with the BRIGHT technical team to achieve the objectives of the environmental analysis. The consultant will organize and supervise the data collection process, as well as conduct quality assurance of the data collected. The consultant will also be responsible for all supervision, logistics, and transportation of data collection teams. The consultant will be expected to provide a detailed plan on the data collection process, including timelines, personnel (enumerators, supervisors), platforms, and tools. The data collection process must be participatory, inclusive, respect the local context, and follow good practices on quality, attribution, and validation of data and analysis. At the completion of the assignment, the consultant will hand over all raw data and files to NI.

Data Analysis: The consultant will be responsible to conduct data analysis on the data collected during the environmental analysis. Data analysis will include indicator calculations of all environmental related indicators listed in the project's Performance Management Framework (PMF) as indicated in Table 1, as well as descriptive statistics which describe the characteristics of the dataset should be calculated as a first step in the analysis.

Validation Workshop: The consultant will organize a validation workshop with with regional health and nutrition stakeholders and adolescents to review the environmental and social impact assessment findings and recommendations.

Research Questions: The consultant will develop key research questions to guide the analysis based on the objectives of the environmental analysis as well as the key project indicators 1232a, 1232b and 1234a shown in Table 1 below.

Table: 1 List of Environmental indicators in the PMF

EMP Indicators in PMF	Levels of Disaggregation	Project Outcomes
1232a. # of health community-based facilities renovated to include/improve youth friendly spaces	Type of Facilities	1232: Renovation of health facility infrastructures conducted for friendliness, privacy, and confidentiality in provision of SRH and nutrition services to adolescents
1232b. Level of compliance (scale 1-4) with protocols specified in the EAP	n/a	1232: Renovation of health facility infrastructures conducted for friendliness, privacy, and confidentiality in provision of SRH and nutrition services to adolescents
1234a. # of environmental action plans implemented at health facility level	n/a	1234: Technical support provided on the development of an environmental action plan to health facilities

4. Key Deliverables

1) Inception report

The consultant will develop an inception report that details the overall process for conducting the environmental analysis. This should include a detailed workplan, overall research protocol,



framework for the desk review, draft data collection tools including interview questionnaires, and the data collection and analysis plan.

2) Written ethical approval

The consultant will be responsible for obtaining all necessary permissions for the environmental analysis, including ethical approval from Tabora regional Secretariat, as well as any other local permissions necessary to conduct the analysis.

3) First drafts of the environmental analysis reports

The consultant will be responsible for ensuring data collection through field visits, quality assurance, and data analysis. The BRIGHT project team, including the technical team, will review the first draft of the reports and provide feedback to the consultant for any necessary revisions. The consultant will incorporate feedback and recommendations in the reports.

1. The consultant will prepare and submit the first draft of the ESIA and CVPs and site specific EMPs within 30 days from the date of contract signing. The report should include an analysis of findings of the environmental conditions, legal and institutional arrangements, risks and opportunities, and mitigation and enhancement measures for proposed small-scale construction.
2. The second report on project-wide Environmental Analysis for project-related activities should be submitted within 60 days of the date of contract signing. It should include recommendations for environmental management and monitoring plans for facilities, schools, and communities.

4) PowerPoint presentation of the reports

The consultant will prepare a PowerPoint presentation of the report for validation of the environmental analysis' findings and recommendations. This will be presented at a validation workshop with regional health and nutrition stakeholders, as well as adolescents for their feedback. The feedback will be incorporated in the final report.

5) Validation workshop report

The report should capture feedback from the validation workshop and recommendations to finalize the environmental analysis report. A list of participants with designation and contact information (phone number and email) and workshop agenda should be attached as annexes to the workshop report.

6) Environmental Management Plans

The consultant will provide the BRIGHT team with copies of the proposed EMPs for health facilities, schools, and community along with monitoring framework. The consultant is expected to submit two EMPs:

1. EMP for small-scale construction works for each of the assessed facility (Phase 1)
2. Project-wide EMP for assessed project related activities (Phase 2).

The reports should provide an overview of the methodology used to develop the plans, monitoring indicators, and lessons learned.

7) Training plan

The consultant will develop and share a training plan, which includes proposed dates, locations, training agenda, and materials with the BRIGHT team prior to conducting the training for Regional/Council Health Management Teams (R/CHMT) and health facility staff.



8) Training materials

The consultant will develop training materials to be used during the training for R/CHMTS and health facility staff. The materials will be submitted to the BRIGHT project team for review and approval.

9) Training report

A report will be shared with the BRIGHT team upon completion of the training. This should include a summary and breakdown of the training sessions, participants list, training evaluation, achievements and challenges, and recommendations on next steps. The consultant will also attach any related documents such as the training schedule, presentation slides, and handouts as annexes to the report.

10) Final report

The consultant will submit a final environmental analysis report with all feedback from the validation workshop incorporated. The final report should include an executive summary, objectives and research questions, research design and methodology, analysis of the findings, and recommendations on strategic actions.

The Consultant will work closely with and receive support from the BRIGHT team to complete the environmental analysis. The BRIGHT Project Director will be the focal point for this work and the BRIGHT technical team will review and approve all deliverables.

Timeframe

This consultancy is expected to be completed in three months from the date of signing the contract. Phase one should be completed and submitted within the first 30 days.

5. Ethical Considerations

The ESIA will be conducted in accordance with applicable national guidelines and ethics as defined by Tanzania's Environmental Impacts Assessment and Audit regulations of 2005 and its amendment of 2018. In this regard, the selected consultant must clearly articulate in the inception report, risks associated with the analysis and the required protocols to be adopted to ensure the analysis is conducted in a manner that meets all national and global ethical standards including those for protection of marginalized and vulnerable group including youths/adolescents, women, and peoples with disabilities.

Furthermore, the consultant will seek and obtain informed consent to be used by enumerators to ensure the ESIA is well introduced to the prospective respondents following an informed consent process.

Data collection must be planned and arranged in a manner that adheres to the Ministry of Health infection prevention and control (IPC) guidelines. Activities should be conducted in a well-ventilated or open environment, maintaining a safe distance between enumerators and respondents to comply with public health recommendations, particularly COVID-19 precautions. The consultant will be responsible for recruiting and managing the enumerators, ensuring compliance with safety protocols to protect all participants while collecting high-quality data.

The consultant will also be responsible for the submission of the tools and protocols for ethical and government review and approval by the recognized ethics committee and appropriate government agencies. Training cannot commence until these approvals have been received and certified. The selected team must also demonstrate how ethical considerations will be handled along with the security and confidentiality of data collected.



6. Qualifications

- Master's degree or equivalent in Environmental Science, Environmental Engineering and or Natural Resources Assessment and Management.
- A minimum of seven years' work experience in Environmental and Social Impact Assessment and Management Analysis.
- Full knowledge of national legal and regulatory environmental framework as well as international environmental/climate frameworks, including knowledge of Canada's environmental policy is an advantage.
- Knowledge and experience of using qualitative research and participatory methodologies and approaches such as environmental safeguarding and participatory rapid appraisal.
- Working knowledge, skills and experience on social development, gender studies, nutrition, public health, education, or youth work.
- Strong analytical capacity and proven ability to write compelling reports.
- Excellent understanding and experience on the linkages between environment and climate change issues related to adolescent sexual and reproductive health, nutrition, and gender equality in Tanzania and the region.
- Excellent interpersonal skills, cultural sensitivity, and ability to communicate effectively in English and Kiswahili with diverse set of stakeholders including public, private and local communities.
- Proven ability and experience in working with development partners (bilateral agencies) and national government, both central and local government authorities.
- Ability to adhere to deadlines and maintain confidentiality.

7. Expressions of Interest

Candidates should submit the following documents in English by E-mail to bidstanzania@nutritionintl.org with the subject line: **Consultancy – BRIGHT Environmental Analysis** by 21st February 2025.

1. Technical proposal (not exceeding 10 pages)
2. Summary workplan
3. Cover letter which must also include links to PDF copies of samples of surveys/assessments done by the consultant
4. The consultant fee per day in Tanzanian shillings inclusive of all applicable taxes
5. Detailed CV with three references
6. Recent samples of 2 comparable pieces of work

All questions/clarifications regarding this TOR are to be made strictly through bidstanzania@nutritionintl.org



Annexes

Annex 1: Selected sites for Small-Scale Construction

	Facility Name	Council Name		Facility Name	Council Name
1	Undomo Dispensary	Nzega TC	14	Kaliua Health Centre	Kaliua DC
2	Nzega District Hospital	Nzega TC	15	Kasimani Health Centre	Kaliua DC
3	Nobola Dispensary	Nzega TC	16	Ulyankulu Health Centre	Kaliua DC
4	Igulubi Health Centre	Igunga DC	17	Kamalendi Dispensary	Urambo DC
5	Choma Health Centre	Igunga DC	18	Urambo District Hospital	Urambo DC
6	Igunga Hospital	Igunga DC	19	Usoko Health Centre	Urambo DC
7	Busondo Health Centre	Nzega DC	20	Songambebe Dispensary	Urambo DC
8	Uhemeli Dispensary	Nzega DC	21	Kigwa Dispensary	Uyui DC
9	Kahamalahanga Dispensary	Nzega DC	22	Kaloleni Dispensary	Uyui DC
10	Usunga Dispensary	Sikonge DC	23	Kaloleni Dispensary	Uyui DC
11	Mtukuja Dispensary	Sikonge DC	24	Ishihimilwa Dispensary	Uyui DC
12	Igalula Dispensary	Sikonge DC	25	MailiTano	Tabora MC
13	Cheyo	Tabora MC	26	Town Clinic	Tabora MC

