



Request for Proposals (RFP)

MANGROVE SPECIALISTS

The Zanzibar Women's Leadership in Adaptation Project (ZanzAdapt)  
December 2024 to April 2026

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Contact:

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## 1. WHO WE ARE

Community Forests Pemba and Community Forests International have been working with rural communities to build resilience to climate change by creating livelihood opportunities that support both people and nature. Together with local communities, we have propagated more than 4 million seedlings of spice, fruit, timber and native mangrove trees in over 40 community nurseries, and provided more than 43,601 people (51% women & 49% men) with equipment, training, and livelihood opportunities in climate-smart horticulture, agroforestry and forest conservation in Zanzibar, Tanzania.

**Mission:** our mission is to protect and restore Earth's climate by enabling communities and forests to thrive together.

### **Values:**

**Trust** is essential to strong relationships, which form the fabric of both our communities and our ecosystems. Everything we do must uphold trust.

**Courage** is not a lack of fear. We acknowledge the gravity of the climate crisis, and we act.

**Justice** is true respect and equity. We hold people and communities most vulnerable to the impacts of climate change at the heart of our thinking and acting.

**Community** is taking care of one another now and for the future. People are a part of nature and we strive to create relationships where both people and the diversity of life thrive.

## 2. INTRODUCTION

Community Forests International and Community Forests Pemba (referred to collectively herein as 'Community Forests') are seeking to contract and collaborate with Mangrove Specialists with deep cross-cultural work experience to help implement the multi-year, Global Affairs Canada-Funded 'Zanzibar Women's Leadership in Adaptation (ZanzAdapt)' project. ZanzAdapt seeks to improve gender equality and nature-based climate adaptation capacity in vulnerable coastal communities on Pemba and Unguja Islands, Zanzibar. Project outputs will primarily benefit women, their households and their communities through regenerative livelihood actions that increase ecological, social, and economic resilience to climate change.

ZanzAdapt operates on the theory that:

- 1) If stakeholders are provided with positive reinforcement of women's empowerment through media stories, expert gender justice training, and a participatory framework, they will directly advance gender equality outcomes.
- 2) If rural women and youth are provided with climate-smart agroforestry assets, knowledge, and markets, they will enjoy income opportunities and sustainable harvests that improve climate resilience while reducing pressure on nearby mangrove ecosystems.
- 3) If women and coastal communities are provided with technical support in mangrove forest management alongside improved land rights, monitoring technology, and associated conservation income opportunities, they will lead nature-positive solutions for their communities.

Community Forests is seeking a mangrove specialists organization or expert(s) to work alongside ZanzAdapt project staff, community members, and partners to support the development of the project's comprehensive, gender-responsive, and durable approach to mangrove restoration and protection in Zanzibar through the delivery of mangrove-related project objectives, outcomes and outputs.

The International Mangrove Specialists (MS) will be responsible for working within the ZanzAdapt project framework and collaborating with a wide array of stakeholders to achieve project outputs and outcomes by providing guidance and support to develop and implement world-class mangrove restoration, protection and management activities. The Mangrove Specialist will play an important role in improving community capacity to protect biodiversity and build climate resilience via ecosystem-based adaptation measures and governance. In addition, the Mangrove Specialists will help promote and mainstream gender equality and ensure the inclusion of gender considerations related to community mangrove activities. To do this, Mangrove Specialists will collaborate closely with Community Forests' staff, Gender Justice Experts, and stakeholders to benefit and empower women as they become leaders in nature-based solutions.

### 3. BACKGROUND

#### ZanzAdapt

The Zanzibar Women's Leadership in Adaptation Project (ZanzAdapt) aims to advance gender equality and nature-based climate adaptation in tandem. The project emphasizes on-the-ground activities with people that directly and immediately improve their social, ecological, and financial equity. This includes improving equitable access to land and physical resources while increasing the skills and knowledge necessary for beneficiaries to practice gender-responsive, nature-based climate adaptation occupations in their daily lives. Community Forests International and Community Forests Pemba are implementing the ZanzAdapt project through three intermediate outcome streams.

- Increase gender equality skills and positive reinforcement of women's leadership in nature-based climate adaptation by providing resources, training, and support to beneficiaries, duty-bearers and responsibility-holders that aid women in acquiring rights to nature- positive livelihoods and land use.
- Enhance adoption of climate adaptive agroforestry as a locally-appropriate livelihood pathway
- Increase women-led protection and restoration of coastal mangrove forests through community-based conservation frameworks, including developing the skills and knowledge of beneficiaries to access conservation-based income and decision-making opportunities.

Complementary activities, such as broadly accessible media advocacy promoting women's leadership in nature-based climate adaptation, will create an overall enabling environment for the project and influence positive societal change in the longer term.

The ZanzAdapt project aims to reach at least 4,000 direct beneficiaries with 80% being women, 40% youth, and 60% in the lowest socioeconomic position in their respective communities. The project outputs and activities are not diffuse, but rather concentrated and significant for those individuals directly

benefitting from the action. Furthermore, over 20,000 final indirect beneficiaries will be reached through the households of the direct beneficiaries. The project will directly train and regularly engage at least 60 key duty bearers and responsibility holders from various levels, Ministries and Departments of the Government of Zanzibar, as well as influential religious, business, and conservation institutions. Together, these intermediaries and allies will work to improve skills, attitudes, and behaviours for greater gender equality outcomes. A non-exhaustive list of institutions involved includes: Zanzibar Ministry of Agriculture and Natural Resources (MAINRL) and Zanzibar Department of Forests; Zanzibar Ministry of Community Development and Gender; Ministry of Blue Economy; Zanzibar Economic Empowerment Agency (ZEEA); the Tanzania Media Women's Association (TAMWA), and the Africa Centre for Sustainable and Inclusive Development (Africa CSID).

Community Forests Management Agreements (CoFMA's) will be used to enshrine equitable and sustainable land use rights and invite beneficiaries into the governance of community-owned mangrove ecosystems — providing women with equal access to land and its livelihood benefits in their communities. ZanzAdapt will improve both local climate resilience and biodiversity by pairing women's rights and land rights with technical training in mangrove forest protection as well as conservation finance and livelihood opportunities. Complementary activities to bolster income, fuel, and food resources for beneficiaries in adjacent upland agroforestry plots will alleviate much of the financial and energy poverty at the root cause of mangrove harvesting, and will unlock long-term opportunities for communities to receive sustained financing from mangroves by instead upholding the biodiversity and carbon storage values they offer.

As beneficiaries earn improved income via the adoption of nature-based climate adaption livelihoods like agroforestry, they are both incentivized and self-sustained in their efforts. This is supported not only by the dedicated training startup and follow-on supports from ZanzAdapt project, but also through conservation finance activities occurring in later project phases. The project will strive to use the necessary foundation of stable land rights, established by the project through such mechanisms of CoFMAs, to then attract follow-on investment from forest carbon offsetting and biodiversity credit partnerships that may continue to fund community-based conservation long into the future.

## Mangroves

The Zanzibar-Inhambane Coastal Forest Mosaic ecoregion is a key component of the Coastal East African Forest Global Biodiversity Hotspot. Mangrove forests naturally cover approximately 7% of the total land area in the Zanzibar archipelago and are particularly important for supporting a diversity of life. These forests hug coastlines and protect coastal communities from flooding, sea-level rise, saltwater intrusion, and erosion. Mangroves provide crucial spawning habitat for an abundance of fish and other wildlife, and as these ecosystems are lost, so too are their accompanying livelihood staples and important ecological services.

Competing resource paradigms threaten mangrove ecosystems in Tanzania. Protected and productive mangroves reduce poverty, increase income, and lower rural-urban migration. However, they are increasingly being cut down for charcoal production, salt solar ponds, aquaculture, and urban development. The decline in coastal ecosystem productivity directly impacts coastal communities by reducing fisheries and exposing communities to greater climate risks such as flooding.

Tanzania is losing on average 469,420 hectares of forest per year, one of the highest rates of deforestation in the world. Deforestation has extensive and well-documented negative impacts on biodiversity and human development including the destruction of wildlife habitats and species decline; increased risk of wildfires and flooding; and reduced availability of timber and non-timber forest products. Tanzania's climate response strategy (2021) highlights the following additional socioeconomic values of intact forests to the country: "i) sources of wood for construction and energy; ii) provision of water retention capacities of catchment areas; iii) provision of a high biodiversity ...; and iv) sources of food and income in times of scarcity."

Climate change is causing significant deterioration along Tanzania's coastlines. As the National Climate Change Response Strategy highlights, "[e]vidence of major climate change related impacts in Tanzania include destruction of coral reefs, coastal erosion, submergence of small islands, destruction of coastal infrastructures and human settlement, intrusion of sea water into freshwater wells, and degradation of mangrove and coral reefs." As these impacts are already being felt, future predictions indicate they will continue to worsen and that Zanzibar in particular will experience increasing coastal erosion, loss of fish habitat, and increased risks from storm surges.

## Gender

According to the United Nations, the key objective of gender equality "... is a society where women and men enjoy the same opportunities, rights, and obligations in all spheres of life." Gender equality means that women and men, girls, and boys, can enjoy equal status and have equal entitlements and opportunities to realize all human rights, make choices fully, and access assets, services and public goods without limitations imposed by legislation, policies, gender norms, or stereotypes. Equality between and among genders is realized when all sexes can share equally in the distribution of power and influence; have equal opportunities in accessing resources, including gainful employment and businesses; enjoy equal access to education and the opportunity to develop personal ambitions, interests and talents; share responsibility caring for the home and children; and are completely free from coercion, intimidation and gender-based violence both at work and at home. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Therefore, a critical aspect of promoting gender equality is women's empowerment; focusing on identifying and redressing power imbalances and giving women more autonomy to manage their own lives.

Tanzania currently ranks 140th out of 162 nations listed on the UN Gender Inequality Index (having rapidly fallen 30 positions in less than 4 years) and is among the poorest countries in the world per capita. As a semi-autonomous small island region, Zanzibar faces not only the inequalities facing Tanzania at large, but acute threats from climate change which place already precarious human and economic development conditions at further risk. A rapidly growing population on a limited land base is intensifying pressures on the local environment and undermining the ecological foundations of the islands' predominantly land- and sea-based livelihoods.

Gender inequality is inextricably linked to challenges of human rights, environmental degradation, and poverty in Zanzibar, and the conditions on Pemba Island in particular lag behind. Although the overall poverty rate on Unguja Island reduced modestly between 2010 and 2015, on Pemba Island the poverty rate increased from 48% to 55% over the same period. These trends correlate especially to households

with more children and those headed by women. In 2020, the growth of Gross Domestic Product (GDP) in Zanzibar slowed to 1.3 percent, the lowest since 2014.

#### 4. MANGROVE SPECIALISTS' SPECIFIC OBJECTIVES

The primary objective of this consultancy is to increase Community Forests', partners', and stakeholders' capacity to **deliver truly gender-responsive mangrove activities through comprehensive and hands-on involvement that increases influence and leadership powers for women in nature-based climate adaptation enterprises and governance structures in target coastal communities throughout Zanzibar, Tanzania.**

Mangrove Specialists will work closely with Community Forests and its partners to increase women-led protection, restoration and sustainable use of coastal mangrove forests through community-based conservation frameworks contributing to climate change adaptation and biodiversity co-benefits in target coastal communities throughout Zanzibar, Tanzania. Immediate outcomes include:

1. Increased technical knowledge and capacity of beneficiaries, primarily women, to implement community-based mangrove forest conservation frameworks with livelihood, biodiversity and climate adaptation co-benefits. This includes deep collaboration with and support for project staff to:

- Provide Technical training to beneficiaries, primarily women, in community-based mangrove forest conservation frameworks as well as associated conservation-based livelihoods.
- Provide Extension support for the application of community-based mangrove forest conservation frameworks and livelihoods provided to beneficiaries, primarily women, within target communities.

2. Increased access to physical resources and participatory land governance rights for women to lead community-based mangrove forest conservation frameworks and livelihoods. This includes deep collaboration with and support for project staff to:

- Enable legal rights for mangrove forest management to women, including through Community Forest Management Agreements (CoFMAs), that enshrine women's decision-making and access rights to land.
- Provide physical resources to women to lead community-based mangrove forest conservation frameworks and livelihoods such as ecosystem monitoring, mapping, and communication equipment.

## 5. SCOPE OF WORK

**Locations:** Hybrid. Remote and in-country in Zanzibar, Tanzania (Pemba & Unguja Islands)

**Timeline:** 12 Months

**Budget:** CAD 120,000 inclusive of all taxes

**In-country Visits:** 2 or more trips to Zanzibar, Tanzania, each lasting approximately 1-2 weeks.

The project will provide in-country logistics support and local community transportation while on assignment (does not include travel to/from/between Pemba and Unguja islands and/or lodging)

Mangrove Specialists (MS) will work hand-in-hand with ZanzAdapt project staff, partners, and stakeholders to achieve the stated objectives while building the long-term capacity of Community Forests staff and stakeholders to deliver gender-responsive mangrove programming and support into the future. MS will endeavour to ensure outcomes are achieved by helping communities to protect and restore mangrove ecosystems, develop Community Forest Management Agreements (CoFMA) and mainstream women's leadership in nature-based solutions at the community level. To achieve this, the Mangrove Specialists will; *1) Develop a locally appropriate curriculum and training program in community-based mangrove forest conservation, restoration, and sustainable use; 2) Deliver and support intensive mangrove conservation and restoration livelihood training days; 3) Support the delivery of continuous on-site Ecosystem-Based Adaptation and mangrove conservation livelihood extension support; 4) Support the establishment and renovation of governance frameworks enshrining the rights of women to lead mangrove conservation; 5) Develop tailored Monitoring, Evaluation, and Learning (MEL) tools to establish baselines and track progress on restoration, conservation, and management efforts and; 6) Support the procurement and proper use of Ecosystem-Based Adaptation mangrove conservation physical resources.*

The MS will join an impressive team of local and international professionals and be supported with comprehensive logistical, operational, and human resource support for the duration of the contract. This includes active engagement from senior leadership, operations managers, CoFMA officers, mangrove officers, and monitoring and evaluation staff. In return, the MS will be expected to provide active advisership, technical expertise, accountability, and guidance, all while building the confidence and capacity of staff, stakeholders, and beneficiaries to deliver community-based mangrove activities.

The MS will lead and/or support the following work packages and activities. There is some flexibility in how the work packages will be designed and delivered to ensure the input from the MS is taken into account. A final list of responsibilities will be developed in conversation with the MS during contract finalization.

**1. Develop a locally appropriate curriculum and training program in community-based mangrove forest conservation, restoration, and sustainable use.** The training program will be foundational to the delivery of the ZanzAdapt project mangrove activities and include a

comprehensive Training of Trainers (ToT) module(s) to build expertise among ZanzAdapt staff and government stakeholders, and women leaders.

- Support project staff to carry out resources, opportunities, and needs mapping with staff and ToT beneficiaries and develop key training program content in alignment with gender equality action plan.
- Develop a locally-appropriate Nature-Based training program with a focus on Mangrove restoration, conservation, management, governance, and finance curriculums for project staff, community trainers (ToTs) and beneficiaries.
- Develop data protocol/methodology in line with ZanzAdapt Project Management framework and Monitoring and evaluation criteria.
- Support validation meetings with key stakeholders to present Nature-Based Adaptation curriculum packages, and incorporate feedback and refinements.
- Support Nature-Based Adaptation curriculum packages and provide training to project staff and relevant stakeholders, including strategic guidance for delivery to community trainers and beneficiaries.

**2. Deliver intensive mangrove conservation and restoration livelihood training days** for project stakeholders including Community Forests' staff, government officers, and Community Trainers (ToTs) and beneficiaries and assist with accompanying follow-up program for 140 key ToT women and beneficiaries

- Deliver and support 5 gender-responsive mangrove trainings on community-based mangrove forest conservation, restoration and sustainable use to key ToT beneficiaries.
- Develop project-aligned pre- and post- training surveys for participants to establish baseline and track progress.
- Support post-training participatory monitoring and evaluation activities with participants and incorporate learnings into project refinements.
- Provide ongoing curriculum delivery support and mentorship to project staff

**3. Support the delivery of continuous on-site Ecosystem-Based Adaptation and mangrove conservation livelihood extension support program to over 3,000 beneficiaries throughout the project duration.**

- Support in-community and remote troubleshooting and technical backstopping in mangrove conservation livelihoods as well as associated community forest governance to support the Project's "visit and train" model.
- Continuously document learnings and create pathways to incorporate these learnings into ZanzAdapt project activities.

**4. Support the establishment and renovation of governance frameworks including CoFMAs and lease acquisitions enshrining the rights of women to lead mangrove conservation in target communities.**



- Conduct a gender-responsive gap analysis and action plan for enshrining women's legal powers in mangrove forest conservation in target communities.
- Co-develop key dialogue themes and content for community outreach and CoFMA development in collaboration with project staff and experts.
- Support the Development of terms of reference in collaboration with Community Forests and the Zanzibar Department of Forests to establish and/or renovate CoFMAs, as well as mechanisms to ensure their continued sustainability.
- Provide ongoing support and guidance on CoFMA scope of work to help ensure the terms of reference, contract deliverables, and timelines are met.
- Co-develop validation meeting with key stakeholders in respective communities to present CoFMAs and incorporate final feedback.
- Provide expert advice and assistance in merging CoFMA activities and structure with locally appropriate conservation financing opportunities for community-based mangrove conservation.

**5. Develop tailored Monitoring, Evaluation, and Learning (MEL) tools to establish baselines and track progress on restoration, conservation, and management efforts, ensuring outputs are community-focused and can meet standards for conservation finance.**

- Work with staff to identify key MEL metrics for tracking critical ecological, social, and economic indicators informed by the project's gender-responsive gap analysis.
- Support the development of baseline data collection protocol that includes parameters for mangrove area, health, and biodiversity, ensuring it can be implemented using local resources and expertise.
- Support the design a simple field methodology for ongoing monitoring, emphasizing ease of use by community members.
- Support staff in the development of a community-based mapping process to identify and document different zones (e.g., protected, sustainable use, buffer areas) and validate with local stakeholders.
- Develop and/or share templates and tools for map generation that include clear visual boundaries of management zones, and support easy updating and sharing within communities.
- Provide support and training to build key staff, government, and community capacity in using MEL methodologies, tools and mapping technologies, including data review sessions.

**6. Support the procurement and proper use of Ecosystem-Based Adaptation mangrove conservation physical resources to registered direct beneficiaries.**

- Provide technical support in the development of procurement & delivery plans for purchased materials provided to beneficiaries.
- Provide follow-up support in the appropriate use, care and troubleshooting of plant material, physical resources, and technologies.

**6. TIMELINE**

**Contract Duration:** 12 months  
**Active Engagement:** 12 months  
**Start Date:** January 1<sup>st</sup>, 2025

## 7. SUBMISSION REQUIREMENTS

While we expect organizations specialized in mangroves and community forest management to apply, individual experts and/or teams of experts are also encouraged to submit proposals if they meet the following criteria:

One (1) Technical 5-7 page proposal including:

- Demonstrated understanding of the project and objectives
- Overview of proposed methodology and approach
- Proposed Work plan and timeline
- Risk management and mitigation strategies

One (1) Financial proposal in Canadian dollars (CAD) including:

- Simplified Budget\*
  - Fee structure for consultancy services
- \*Please note that the budget must be inclusive of all costs incurred, including travel costs, overhead, and all applicable fees and taxes.*

Annexes including:

- CV(s) of the specialist(s) who will be working on the project highlighting areas of specialization/roles and relevant experience
- Two (2) detailed examples of similar projects completed.
- Two (2) references from the clients on these projects.

## 8. EVALUATION CRITERIA

Proposals will be evaluated based on the following criteria:

1. Understanding of the project.
2. Proposed methodology and approach.
3. Feasibility and comprehensiveness of the proposal.
4. Cost-effectiveness and budget rationale.
5. Relevant experience and qualifications of specialist(s).

**Qualifications for Mangrove Specialists:**

- Degree in environmental science, forestry, marine biology, ecology, or a related field and/or 7+ years of experience in mangrove ecosystem restoration, coastal resource management, or conservation projects.
- Experience working as a Mangrove Specialist or in a similar role, with strong knowledge of mangrove ecology, restoration techniques, biodiversity, and ecosystem services.
- Experience working as a Community Forest Management Specialist or in a similar role, with in-depth knowledge of community-led conservation, forest management plans, and participatory land-use planning.
- Expertise in Monitoring, Evaluation, and Learning tools specific to mangrove ecosystems and in developing field methodologies for restoration and conservation.
- Fluency in English is required; fluency in Swahili is an asset.
- Skilled in capacity building for rural communities, including designing and implementing training for local stakeholders in forest management practices.
- Strong interpersonal and communication skills to effectively collaborate with project staff, experts, government, and community members with a proven track record of successfully facilitating stakeholder-driven planning and decision-making.
- High degree of personal organization with the ability to manage multiple stakeholder relationships, coordinate workflows, and deliver activities.

## 9. SUBMISSION DETAILS

Call Opening date: Monday, Nov 18<sup>th</sup>, 2024

Deadline for Submission: Thursday, December 5th, 5pm (UTC-4), 2024

The contract is to begin ASAP with a start date no later than January 1st, 2025

Please ensure all submission criteria are met and submissions are complete.

Candidates should email applications with the subject line “**Mangrove Specialist**” to [jobs@forestsinternational.org](mailto:jobs@forestsinternational.org). If you require any accessibility accommodations for the application process, please reach out.

**The deadline for application submission is Thursday, December 5th, 5pm (UTC-4).**

Proposals will be reviewed on a rolling basis and remain open until a suitable firm/expert(s) is found. Shortlisted firms/expert(s) will be provided with an opportunity to meet for a one-hour question and answer session. Only shortlisted firms/expert(s) will be contacted for further conversation.

Community Forests International is committed to diversity in our workplace and encourages applications from traditionally marginalized groups such as, but not limited to: racialized persons, Indigenous persons, persons with disabilities, and persons from the LGBTQIA2S+ community.

Please ensure all submission criteria are met and submissions are complete.

## 10. TERMS AND CONDITIONS

The issuing organization reserves the right to accept or reject any or all proposals. Incomplete Submissions will not be reviewed. Only successful applicants will be contacted.

All materials produced during the consultancy will be the property of Community Forests International.