



together possible.

TERMS OF REFERENCE OF CONSULTANCY ASSIGNMENT

TACKLING CORRUPTION IN THE ENVIRONMENTAL SECTOR IN CAMEROON

WWF (The World Wide Fund for Nature) is an International Non-Governmental Organization that deals with conservation of nature. Our mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.

I. Context and justification

Cameroon engraved in the heart of the Congo Basin has a rich biodiversity. It ranks 5th in the world for rich flora and fauna following South Africa and Mozambique. Its extensive fauna and flora includes well over 9,000 plant species, 910 bird species, 409 mammal species, 250 reptile species, and 200 amphibian species (Nchami 2010)¹. This wildlife is highly valued as a resource to the local population and the state as a whole, for economic and socio-cultural reasons.

However, recent wildlife inventories portray declining wildlife populations particularly in Elephants and Great Apes in Cameroon (*WCS and WWF 2016*) and other countries in the Congo Basin over the last decade. This decline can be attributed to increasing illegal wildlife trade (IWT) and poaching among several other underlying factors.

The government of Cameroon through the Ministry of Forestry and Wildlife (MINFOF) has put in place several repressive acts and initiatives with support from other law enforcement agencies on one-hand and conservation partners on the other hand. WWF through its traditional assistance to the MINFOF offers financial assistance for patrols and surveillance of protected areas, capacity building of law enforcement agents, intelligence network, sweep operations, judicial prosecutions of wildlife cases, etc.

Unfortunately, these efforts are not as effective due to several reasons such as corruption and traffic of influence witnessed at every stage of the enforcement chain (patrols sites, checkpoints, interrogation, prosecution, detention etc.) between the criminals and wildlife law enforcement agents. Corruption is a key enabler of wildlife crimes, yet there are neither local nor national analyses of these crimes from an anti-corruption perspective, and much less the potential role of civil society organizations in addressing the issue. "... Bribery is recorded in almost every field operation" (*LAGA, 2015:17*) in the wildlife sector with glaring corruption cases in the South West², South³ and Littoral regions (*LAGA, 2015*). Many highly suspected corruption-driven wildlife crimes have been recorded with some culprits either presently at large, bailed

¹ Nchami, J. 2010. Putting the park in the hands of the people. Science in Africa.

² Banyang-Mbo Wildlife Sanctuary, Bakossi, Korup, Mount Cameroon and Takamanda National Parks

³ Ngoyla Wildlife Sanctuary, Boumba bek, Lobeke, Nki National Parks

or their court cases deferred. It is therefore eminent to address this issue of corruption that undermines the country's environmental protection and conservation efforts.

It is in this regard that WWF seeks a consultant to carry out an analytical study analysis on the nexus between environmental protection and corruption in Cameroon. This study will focus on the Cameroon component of the Tri-national of Dja, Odzala Minkebe (TRIDOM) and Sangha Tri-national (TNS) landscapes with the aim of proposing strategies to promote transparency, auditing and accountability in the environmental sector with focus on the role of civil society organizations.

II. General Objective

The objective of this consultancy is to carry out an analytical study on bribery and corruption in the environmental sector of Cameroon.

A. Expected Tasks

The consultant will:

- Conduct a situational analysis on the nexus between environmental protection and corruption;
- Analyse different corruption practices (form, type, locations) that enable/contribute to environmental crime; different stages of the enforcement chain (patrols sites, checkpoints, interrogation, prosecution, detention, issuance of wildlife documents etc.) that bribery and corruption is common and profile of persons involve.
- Propose effective anti-corruption measures that are relevant to environmental crime and the different contexts in which they occur in Cameroon;
- Propose a national strategy and action plan, and the accompanying monitoring, evaluation and learning plans to combat corruption linked to wildlife and forestry crimes, paying particular attention to the role of civil society organizations.

B. Methodology

1.1. The consultant is expected to propose a phase-based methodology appropriate for the assignment, including a justified sampling methodology and plan. The foreseen phases are literature review, fieldwork, data analysis and reporting. Literature review

The consultant is expected to search and consult relevant documents related to the project, including, but not limited to those with the following links:

- http://d2ouvy59p0dg6k.cloudfront.net/downloads/u4_issue_the_resource_bites_back_2016_final_for_distribution.pdf
- http://d2ouvy59p0dg6k.cloudfront.net/downloads/wci_strategies_for_fighting_corruption_wildlife_conservation.pdf
- www.bergorilla.org
- www.interpol.int
- www.transparency.org/whatwedo/answer/wildlife_crime_and_corruption
- www.traffic.org/trade

1.2. Fieldwork

The consultant should propose a methodology, highlighting and justifying all technical elements and procedures needed for the assignment, and elaborate the proposal by referring to

the above-mentioned tasks. S/he is expected to consult relevant stakeholders through meetings, in order to discuss hypotheses, preliminary results and triangulate information. The discussions should be done in a transparent and repetitive manner to bring out the advantages, risks and uncertainty and generate a shared understanding of the feasibility of the project and to conveniently manage the expectations of the stakeholders. S/he shall focus on the following field sites; Yakadouma, Salapoumbe, Moloundou, Bertoua, Lomie, Djoum, Mintom, Sangmelima.

1.3.Data analysis and Reporting

The consultant should mention and justify the data analysis and reporting methods/formats to be used in the bid.

1.4.Deliverables:

The deliverables of the assignment are as follows:

- Inception report with a plan of action with a detail framework of activities, methodologies to be applied, schedule;
- Provide lists of persons and full contacts as well as sources of information used for purposes of this assignment;
- A national strategy and action plan, and the accompanying monitoring, evaluation and learning plans to combat corruption linked to wildlife and forestry crimes, paying particular attention to the role of civil society organizations;
- A brief report (Max. 3 pages) on the role of civil society organizations in the implementation of the national action plan.

The data and information presented in the reports should be appropriately disaggregated. All reports and presentations are expected to be in English. Texts should be in MS Word, tables in Excel and images in JPEG format.

1.5.Duration and Time Frame

The timeframe for the assignment is 35 days.

III. Qualifications and required profile

The lead consultant is expected to demonstrate competence and experience with policy, institutional and methodological considerations that govern anti-corruption works that can be used to combat corruption in wildlife crime in Cameroon. S/he is expected to mobilize experts for the assignment with qualification and experience as indicated in the table below:

Expert	Qualification and experience
Governance	<ul style="list-style-type: none"> • Master’s Degree in a development related field; e.g., Law, public policy and management, international affairs, political science, economics or sociology or other related discipline.

	<ul style="list-style-type: none"> • At least 7 years of relevant experience working on governance related issues on natural resources, governments, private sector, etc. • Demonstrated experience in project or programme development, including context analysis (stakeholder, power and conflict) in the context of environmental governance, in particular wildlife trade and related crimes. • Knowledge/experience in developing anti-corruption strategies, citizen mobilization and social and political sanction is desirable; • Demonstrated knowledge of the national, regional and global policy and institutional dynamics related to corruption in general and natural resources in particular. • Demonstrated experience in project or programme development, including context analysis (stakeholder, power and conflict) in the context of environmental governance, in particular wildlife trade and related crimes. • Fluent in English and French.
Wildlife management/conservation	<ul style="list-style-type: none"> • Degree or equivalent in wildlife, conservation biology or related field • At least 3 years' experience in wildlife law enforcement and protected area management • Demonstrated understanding and experience in identification and analysis of wildlife trade (supply, marketing and chain actors). • Solid knowledge of the institutional and policy context of wildlife management in Cameroon • Fluent in English and French.

IV. Offer of services

To apply, please send technical and financial bids to recruit-cam@wwfcam.org and copy fmibile@wwfcam.org in ONE EMAIL ONLY with the following:

- Provide copies of administrative documents (taxpayer's card, certificate of non-indebtedness from the bank to which funds will be transferred, etc.);
- Comments demonstrating understanding of the Terms of Reference and suggestions for improvement, if any;
- A clear statement describing why the consultant is a suitable candidate;
- Outputs of at least two similar assignments;
- Brief (1-page maximum) curriculum vitae of team members, highlighting experiences relevant for this assignment;
- A clear methodology/procedure for implementing the assignment;
- A phased-based work plan that provides a breakdown and a logical sequencing of activities, including timeframe;
- A tentative list of persons and institutions to be consulted for this assignment;
- A detail budget (consultancy fees, travel costs, subsistence allowances, activity costs, etc.), including rates (hourly and/or man days) and time spent by each team member on each assignment.

For the email subject line, please use: *Special call for tender – Tackling corruption in NRM*

The deadline for the reception of bids is **18th of April 2019**.

The highest or lowest cost bidder may not necessarily be awarded this contract. Overall cost and best value for the budget will be strongly considered. WWF Cameroon is under no obligation to issue a contract as a result of the call for tenders.

All payments for this assignment will be made in the local currency – F CFA, through a local bank as indicated in the certificate of non-indebtedness above.