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The World Wide Fund for Nature (WWF) Cameroon is recruiting a Consultant, Technical Support for On-Farm Implementation and Landscape Work in the Program "Environmentally and Socially Sustainable Banana Production in Côte d'Ivoire" (readvertisement)

Want to make a positive difference to the future of people and our one shared home the Earth? Working with WWF could be the opportunity of a lifetime:

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. Nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do:

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to businesses and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainably.

We are recruiting a **Technical Support for On-Farm Implementation and Landscape Work in the Program "Environmentally and Socially Sustainable Banana Production in Côte d'Ivoire."**

Context and Justification

For fifteen years, WWF Germany and the German food retailer EDEKA have been collaborating within the framework of a joint partnership, based on a common will to protect nature, to save resources and to preserve them for the next generations. The goal of this partnership is to significantly reduce EDEKA's ecological footprint and to make its supply chains more sustainable.

It all started in 2009, with fish being the first topic of the cooperation. Today, the joint work covers a range of four umbrella topics: biodiversity, freshwater, climate change and materials and resources, including projects in agriculture, waste prevention and traceability. The way of working is characterized by joint efforts to achieve the best solutions. With the help of the cooperative partnership between EDEKA and the WWF network, the partners are able to bring about changes



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that influence both the German and foreign markets. With EDEKA's 12 million customers a day, even small advances have a huge effect.

Bananas belong to the most consumed fruits in Germany. However, the way it is produced can be harmful to people, animals and the environment. Since 2014, the “Joint program for an environmentally and socially more sustainable banana production” between WWF and EDEKA has been working with banana farms in Colombia, Ecuador and Costa Rica.

The program seeks to develop and implement a conventional production model that is environmentally and socially more sustainable through the implementation of practices that are periodically monitored. These practices are listed in a document called “Sustainability Catalogue” and are divided into six areas, namely: natural ecosystems, water resource management, integrated crop management, climate change, waste management, and social commitment.

Unlike a certification, the program provides support and technical advice to program farms. In addition to the technical support provided by the program’s experts, general guidance will be required by another party that acts as a focal point between the farms and program partners. As a result of this continuous support, a cultural shift will be promoted both within and outside the farms. The final product will be sold in EDEKA supermarkets across Germany, featuring the program's logo with the slogan WWF and EDEKA, together for more sustainable bananas

Building on the program's success in Latin America, WWF is expanding the initiative to new farms in Cameroon and Côte d’Ivoire. To implement this program in Côte d’Ivoire, WWF Cameroon seeks to contract an NGO specialized in sustainable banana production. The NGO will pilot the program’s activities and would ensure that farms comply with the “Sustainability Catalogue” for conventional banana production.

General objective

The NGO will serve as the focal point between farms and program partners, providing direct support to farms in implementing program practices. The primary task involves assisting farms with the implementation of program requirements, particularly in the areas of biodiversity and capacity building.

Additionally, the NGO will be responsible for developing and implementing a sustainability strategy at the landscape level. This includes coordinating collective actions with other local stakeholders, such as establishing green corridors, leading reforestation projects, and conducting



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educational activities in neighboring communities. These actions should be adaptable to local needs and opportunities.

Specific objectives

- Facilitate the Adoption of Sustainable Farming Practices (*the sustainability catalogue*);
- Establish a system for regular monitoring and evaluation to ensure farms adhere to sustainability requirements and periodically report progress;
- Implement targeted interventions to protect biodiversity and restore ecosystems, including the creation of green corridors and reforestation initiatives;
- Provide technical support through training and capacity building for farm operators and local communities to enhance their ability to apply sustainable farming practices;
- Collaborate with local stakeholders to develop and implement landscape-level sustainability strategies, such as reforestation and green corridors, tailored to local needs, and
- Work closely with neighboring communities on education and outreach programs that promote environmental awareness and social responsibility.

Deliverables

- Produce a report (in English) based on the social risk screening and the strategy to mitigate measures, according to the WWF standard;
- Produce technical, including financial, reports (in English) on the progress of implementation of activities in Côte d'Ivoire, according to the WWF standards (2x a year);
- Produce a summary of the implementation progress (in English) in Côte d'Ivoire in PowerPoint format and present it to the team during workshops/meetings (2x a year). These monitoring meetings could increase depending on the need, and
- Develop a strategy on the landscape level, and break it down into program practices, based on the logic of the Sustainability Catalogue.

Methodology

- Participate in trainings with WWF and experienced consultants of the program;
- Conduct a social risk screening and develop mitigation measures, according to the WWF standard;
- Support with the implementation of program practices;
- Manage the corrective actions process with the farms;



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- Develop a strategy and lead the implementation of practices on landscape level, and
- Participate in regular communication and workshops with the program team WWF/EDEKA/Supplier/Consultants.

Composition of applicants files

Applicants should be legal entities (e.g., NGOs, Organizations, CSOs, etc.) and must submit the following requirement:

- Technical Bid. Key elements should include (Detailed methodology, Work plan and timelines, Team structure, Relevant past experience, Monitoring and evaluation plan);
- Financial offer. Please refer to the table in section 7 below;
- NGOs focused on agricultural production, specifically banana production, biodiversity conservation, or related fields;
- Provide all documents proving the legal existence of the NGO;
- Provide documentation regarding the NGO's tax status;
- Identification and CV of the NGO's representative;
- Bank account information, and
- Specify the location of the NGO.

A Due diligence process will be conducted for the pre-selected NGO.

Place of execution

- Two farms in Côte d'Ivoire (starting with one plot per farm with 400ha each) located close to Yamoussoukro.

1. Plan of activities

Outputs/Activities	Timeline (2025)												Costs in USD	Comments	
	J	F	M	A	M	J	J	A	S	O	N	D			
5.1. Participate in trainings with WWF and experienced consultants of the program	x	x													
5.2. Conduct a social risk screening according to the WWF standard			x	x											
5.2. Develop mitigation measures and support their implementation					x	x	x	x	x	x	x	x			



5.3. Organize meetings to analyze land-use change within relevant banana farms			x	x													
5.3. Assist in the development of a capacity development plan for key stakeholders				x													
5.3. Raise awareness about climate change in agriculture							x	x									
5.3. Raise awareness about adequate waste management							x	x									
5.3. Raise awareness about gender equality and grievance procedures							x	x									
5.3. Screen/identify ecosystems (forest zones, water bodies) within the farms and around the water bodies	x	x															
5.3. Provide support with a work plan for the establishment of protection zones on farms	x	x															
5.3. Support the development of ecosystem restoration plan (protection zone restoration)		x	x	x	x	x	x	x	x	x	x	x					
5.3. Guide company on species of plant barriers to be planted and maintained along public roads and around farm infrastructure			x	x	x	x	x	x	x								
5.4. Manage the corrective actions process with the farms				x	x			x	x								
5.5. Set up a strategy for relevant topics that can be carried out as collective actions on landscape level						x	x	x	x								
5.6. Participate in the kick-off workshop to kickstart the Program	x	x															

2. Duration

The program’s duration is from January 2025 until the end of the year 2030, with the possibility of extension.

Contracts will be concluded on a yearly basis, with the possibility of multi-year contracts.

3. Additional Requirements of the proposal



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Please include your tariffs in table 8 and add comments where necessary. Travel costs may occur with the realization of the above-mentioned activities and will be considered when concluding a contract. However, they will not be relevant for the proposal.

Please submit any relevant references with this proposal, such as a CV.

4. Supervision and Reporting

The NGO's activities under this project will be supervised by the Acting Programme Manager of WWF Coastal Forests Program in Cameroon, Theophilus Ngwene and Programme Administrator, Ghislain Yetna.

5. Deadline for receipt of offers

February 20th 2025 at 12:00 PM.

All offers should be submitted at the following address recruit-cam@wwfcam.org.

Please specify in the subject line of your application email: "On-Farm Implementation"

6. Annexes

- Website EDEKA: [Bananen-Projekt für mehr Nachhaltigkeit| EDEKA](#)
- Website WWF Germany: [EDEKA und Bananen \(wwf.de\)](#)

NB: Please note that if you have not been contacted within 20 days of the deadline for receipt of applications mentioned in this notice, your offer has not been considered for this consultation. We thank you in advance for your cooperation and assure you that your structure will be considered for future opportunities.