

## TERMS OF REFERENCE

### Individual National Consultant: Climate Risk & GIS Expert for the project "Support Strengthening of Climate Risk Management in the Republic of Djibouti".

- **Position:** Climate Risk & GIS Expert
- **Project title:** Djibouti - PAF25-Q2-07: Strengthening Climate Risk Management.
- **Location:** Djibouti
- **Duration:** 7 months
- **Contract:** Deliverable based payment.

#### 1. Background

The project entitled "Djibouti - PAF25-Q2-07: Strengthening Climate Risk Management" is funded by the NDC Partnership Action Fund (NDC PAF) and is implemented by the Global Water Partnership Organisation ([GWPO](#)) with the contribution of GWP East Africa (GWP EA) and under the political leadership and guidance of the ministry of environment and sustainable development of the Republic of Djibouti (MEDD). The project aims to support the Republic of Djibouti accelerate the implementation of its National Determined Contribution (NDC). More specifically, the project aims to develop comprehensive climate risk maps for the country that identify areas vulnerable to key climate hazards (flooding, drought, and extreme heat). These maps are to be developed from existing climate risk profiles for Djibouti combined with national expertise acting on climate risks. In addition, the maps will be developed through an inclusive consultation process engaging relevant stakeholders to ensure the integration of local knowledge in the design and development of climate risk maps, strengthening of local capacities in climate risk assessment and climate-resilient planning, and solid ownership for future use and update of the maps.

The project is structured around two interlinked outcomes: the development of detailed climate risk maps and the strengthening of national experts capacities including through training of trainers. The specific activities of the project include:

- **Outcome 1:** Detailed climate risks maps identifying areas vulnerable to various climate risks (floods, droughts, and extreme heat); and guidelines for policymakers and national agencies on the use of these maps.
  - Activity 1.1: Use satellite imagery, climate risk assessment for Djibouti, climate models, and historical data to assess and map climate risks, and identify and prioritize areas most vulnerable to floods, droughts, and extreme heat.

Key Deliverable: Report on Climate Risk Assessment and Mapping Methodology.

- Activity 1.2: Create detailed risk maps highlighting vulnerable areas, and disseminate these maps to relevant stakeholders, including government agencies, local communities and NGOs.

Key Deliverable: A report on the development and dissemination of climate risk maps for Djibouti, as well as climate risk maps in the appropriate format.

- **Outcome 2:** Strengthened capacity of national experts to understand, develop and use climate risk models to effectively support the planning, monitoring and implementation of adaptation and mitigation targets set out in the NDC, and increased public awareness of climate risk management, using explanatory maps as educational communication and visualization tools.

- Activity 2.1: A training session for national experts on climate risk modelling.

Key Deliverable: A report on the training of national experts on climate modelling in Djibouti.

- Activity 2.2: Awareness-raising sessions for policymakers and the population on climate risk management using explanatory maps as communication and visualization tools.

Key Deliverable: A report on risk communication and community engagement on climate risk management in Djibouti using communication and visualization tools.

## 2. Objectives of the Assignment and Scope of work

The Climate Risk and GIS expert will work closely with GWPO Senior Water and Climate Specialist and contribute to the development of Climate Risk Maps, the dissemination of results and the strengthening of national capacities.

More specifically, the expert is expected to :

- **Climate Risk Maps development through inclusive stakeholder engagement process**
  - Undertake stakeholder mapping assessment specifying the respective roles of the different actors in relation to climate risk mapping and their involvement in the different steps of the project (data collection, maps development, trainings, dissemination activities, etc.),Contribute to the development of the stakeholders' engagement plan,
  - Conduct field missions and engage with local and regional stakeholders to document recorded extremes events, impacts on ecosystems and communities, identify high- and

- moderate-risk areas based on field observation and collect useful data for the climate risk analysis,
- Identify and collect existing local data to be used for the development of climate risks maps,
  - Assessment of existing institutional capacities, available tools and institutional workflow in relation to climate risk maps development and their integration in climate adaptation planning and action,
  - Contribute to the development of the Risk Assessment Methodology taking into consideration existing local data,
  - Undertake spatial analyses and creating information products from the GIS related software and systems
  - Apply the risk assessment methodology and develop risk maps for Djibouti for flooding, drought, and extreme heat, including ground truthing through stakeholders' consultations,
  - Develop Standard Operating Procedure (SOP) for each climate risk (flooding, drought, and extreme heat),
  - Contribute to the preparation and facilitate consultation and validation workshops,
  - Prepare a report documenting the stakeholders engagement process and its outcomes including :
    - o Description of field mission and consultation with local stakeholders : list of consulted stakeholders (communities, local authorities, NGOs, private sector, etc.), description of the formats used (workshops, focus groups, meetings) and data collection tools (questionnaires, guided discussions), etc.
    - o Consultation process outcomes : local perception of climate risks, inputs to the enhancement of climate risk maps developed by the projects, community priorities and needs regarding adaptation, solutions proposed by stakeholders to strengthen local resilience
- **Strengthening national capacities and expertise**
    - Conduct a training needs assessment on climate risk modelling and maps development,
    - Develop a training curriculum based on the results of the training needs assessment
    - Prepare agenda and required material and conduct a training workshop
    - Prepare the Workshop report including pre- and post-training surveys,
    - Organise bi-weekly post-training mentoring sessions to reinforce the knowledge acquired within the relevant institutions for climate risk modelling, maps preparation and integration in decision making,
    - Develop post-training monitoring and evaluation indicators to measure the impact of training and prepare training impact report,

- **Awareness-raising for policymakers and the population on climate risk management**
  - Contribute to the development of risk communication and community engagement strategy on climate risk management
  - Develop Policy briefs and explanatory maps as communication and visualization tools and geospatial data tailored to different target groups (policy makers, communities, population, etc.) to illustrate local climate risks and vulnerable areas,
  - Ensure that the information products developed are contextually appropriate and available in the local language.
  - Contribute to the implementation of the Risk Communication and Community Engagement (RCCE) strategy through knowledge-sharing workshops, traditional and digital media
  - Contribute to the definition of Monitoring and evaluation indicators of the RCCE strategy to measure its effectiveness and progress and to the preparation of the monitoring and evaluation report of the RCCE.
  
- **Overall project implementation**
  - Participate to the coordination meetings with the MEDD and national counter partners
  - Participate to coordination meetings with GWPO, GWP EA teams and national consultants,
  - Participate to dissemination events as required during the project implementation

### 3. Reporting relationships and duration of the assignment

The National Climate Risk and GIS expert will be :

- Report to GWPO Project Manager on project deliverables and in compliance with terms of the grant agreement,
- Work closely with the national project coordinator on a daily basis,
- Work on day-to-day operation under the technical and political guidance of the NDC Partnership Focal Point in Djibouti within the MEDD,
- Work closely with other GWPO and GWP EA staff, among whom the Senior Water and Climate Specialist, the Global Climate Team, the Finance and Administration Team, and the Knowledge Management and Communications teams at global and regional level
- Submit draft versions of each deliverable to GWPO Project Manager or to personnel designated, and address any feedback received to produce final versions. Payment will be made against GWPO-approved versions.

#### 4. Payment Schedule

Deliverable	Due Date	Amount (US\$)
<b>Climate Risk Maps development through inclusive stakeholder engagement process</b>		
Stakeholder mapping report & stakeholder engagement plan, including field mission plan and consultation with local and regional stakeholders	End May 2026	6,000
Report on data collection and assessment of existing institutional capacities, available tools and institutional workflow in relation to climate risk maps development and their integration in climate adaptation planning and action	End May 2026	
Report on Climate Risk Assessment and Mapping Methodology including Local Data Collected	End June 2026	
Validated Climate Risks Maps and Develop Standard Operating Procedure (SOP) for each climate risk (flooding, drought, and extreme heat),	End November 2026	9,000
Report on the outcomes of the stakeholders engagement process including filed mission and consultation with local stakeholders	End November 2026	
<b>Strengthening national capacities and expertise</b>		
Training Needs assessment report & training curriculum	End June 2026	3,000
Training workshop report including pre- and post-training surveys	End September 2026	
Bi-weekly post-training mentoring sessions reports	End December 2026	3,000
Post-training monitoring and impact of training report	End December 2026	
<b>Awareness-raising for policymakers and the population on climate risk management</b>		
Communication strategy for the	End May 2026	1,500

dissemination of climate risk maps to key stakeholders		
Material used for the implementation of the Communication Strategy (i.e. Policy briefs, explanatory maps & visualization tools tailored to different target groups, etc.)	End May 2026	
Report on the implementation of the Risk Communication Strategy and community engagement including reports of the dissemination events (workshops, community barazzers, etc.) and the evaluation of its effectiveness	End December 2026	3,000

## 5. Qualifications

Interested applicants for this position are required to have the following qualifications and experiences:

- A master or engineering degree in either (or combination of) climatology, disaster risk management, remote sensing, GIS, environmental studies, or related field.
- A first-level university degree (bachelor's degree) in the areas mentioned above or related field with at least 3 years of working experience will be given due consideration in lieu of master's degree.
- At least 7 years of experience in areas related to climate modelling, climate risk assessment, hazard mapping, vulnerability analysis, or spatial planning, or related field.
- Strong proficiency in GIS platforms, including widely used open-source and proprietary tools such as QGIS and ESRI products.
- Demonstrated experience in working with Earth system and climate datasets, including hazard-related geospatial data.
- Capacity to support government institutions in setting up and maintaining appropriate IT environments and required software.
- Solid knowledge of Djibouti's national data landscape, including data held by public institutions and, where relevant, private-sector sources that can complement global and regional datasets.
- Proven experience in delivering technical training, coaching, and mentoring to build sustainable institutional capacity.

- Ability to communicate complex technical findings to policymakers and the general public,
- Excellent communication skills in written and spoken in French, Arabic,
- Excellent oral communication in Somali and Afari is Highly Desirable,
- Excellent oral and written communication skills in English is an asset.

## 6. Safeguarding Principles

The GWPO offers an environment with equal opportunity, values diversity as an expression of the multiplicity of nations and cultures where we operate and, as such, we encourage qualified applicants from all backgrounds to apply for roles in the organization. Our employment decisions are based on merit and suitability for the role, without discrimination.

GWPO is also committed to creating an inclusive workplace where all personnel are empowered to contribute to our mission, are valued, can thrive, and benefit from career opportunities that are open to all.

GWPO does not tolerate ANY form of harassment, sexual harassment, exploitation, discrimination and abuse of authority. All selected candidates, therefore, undergo relevant checks and are expected to adhere to the respective standards and principles.

GWPO does not charge a fee at any stage of its recruitment process.

## 7. How to apply

Please submit your CV in English or French to [procurement@gwp.org](mailto:procurement@gwp.org) by 3 May 2026, 23:59 CEST.