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**INTERAFRICAN BUREAU FOR ANIMAL RESOURCES
BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES**

Terms of Reference for an Animal Welfare Expert Supporting the Implementation of the Animal Welfare Strategy for Africa

1. Introduction

The African Union Inter-African Bureau for Animal Resources (AU-IBAR) is a specialized technical office of the Department of Rural Economy and Agriculture (DREA) of the African Union Commission (AUC). AU-IBAR is mandated to support and coordinate the sustainable development and utilization of animal resources (livestock, fisheries, and wildlife) to enhance nutrition and food security and contribute to the wellbeing and prosperity of the people in the Member State of the AU.

Animals, humans and the broader ecosystem are connected, and they interact inextricably. Animals are a critical part of nature's ecosystem, both on land and in water, especially given that their free movement contributes to the sequestration of carbon. Changes in land use have a direct impact on the welfare of animals. Their abuse or overexploitation also disrupts their ability to contribute to the welfare of natural ecosystems. Being sentient, the reaction of animals to human action that affects them at the physical, physiological and psychological level has, by extension, an impact on the welfare of nature's ecosystems.

It is, therefore, evident that their welfare is crucial to sustainable development and to address climate change. To address the issue of animal welfare in Africa, the AU-IBAR has, with the support of its stakeholders in the continent, developed the animal welfare strategy for Africa (AWSA), and established and operationalized the Africa Platform for Animal Welfare (APAW) to coordinate the implementation of the AWSA. Out of the APAW, a Coordination Committee of the APAW was established, which is expected to work closely with the AU-IBAR. AU-IBAR is the Secretariat of the APAW.

As one of the ad-hoc groups described in APAW governance document, i. The Coordination Committee has established a Partners/NGO Working Group made up of AU-IBAR-supporting stakeholders to find ways in which Partners/NGO's can support the implementation of the AWSA and APAW secretariat through technical and financial support to the AU IBAR ii. A member of the AU-IBAR will be nominated to join the Partners/NGO Working Group. iii The Working Group will formulate proposals designed to address technical and financial resource shortfalls within the APAW Secretariat at AU-IBAR so that AWSA and Action Plan implementation is progressed. iv. The Working Group will operate in compliance with the horizontal rules and report to the Coordination Committee of APAW as required.

To this effect, AU-IBAR with the support of animal welfare partners namely The Brooke, The Donkey Sanctuary, SPANA, World Horse Welfare, World Animal Protection among others, recruited an Animal Welfare Expert to support the implementation of the Animal Welfare Strategy for Africa (AWSA).

2. Scope of Work

The main responsibility and core function of the consultant is to conduct the stocktaking exercise of the Animal Welfare Strategy for Africa (AWSA) in African union Member States (AU-MS) and Regional Economic Communities (RECs) such as IGAD/ICPALD, ECOWAS, ECCAS, SADC,

COMESA, UMA; and animal welfare organizations such as NGOS, associations and international organization such as World Organization for Animal Health (WOAH), FAO, ILRI among others.

3. Responsibility and Main Functions

Expected Deliverables	Related Activities
<p>1. Support the implementation of AWSA and conduct the stocktaking exercise of AWSA on Africa’s Animal resource development.</p>	1.1. Collect and analyze national and regional Animal welfare policies, strategies, plans, activities and investments in relation to AWSA;
	1.2. Identify and analyze main barriers for adoption of LIDESAs at national and regional level;
	1.3. Review/propose and enhance proposed paradigm shift investment theories, strategies and activities pertaining to AWSA and animal resource development and technical implementation modalities.
	1.4. Establish the level of the implementation of AWSA in MSs, RECs, AW stakeholders and international organizations such as WOAH and FAO
	1.5. Identify the main challenges and limitations of implementation, monitoring and reporting of AWSA
	1.6. Measure the AWSA’s impact on various aspects of animal resource sector, including production, productivity, income, food security, and rural development in a subset of selected countries and RECs.
	1.7 Assess the effects of the strategy on social, economic, and environmental dimensions, including gender and equity considerations.
	1.8. Design robust and comprehensive M&E framework and reporting systems of AWSA
	1.8. Advance analysis and design of AWSA results frameworks, including baselines, indicators, indicator reference sheets, targets, means of verification and reporting tools, ensuring alignment to funder requirements.
	1.9. Develop new indicators and procedures which are aligned with programme strategies and/or international frameworks that facilitate the quality monitoring and reporting of programme results;
	1.10. Provide guidelines for the establishment and coordination plans for collection and analysis of data
1.11. Compile summarized report on the findings and interpretation of graphs and tables that will form part of the review/update of AWSA;	
	1.12 Support the validation meeting for the report
	1.13. Develop a report on the implementation of AWSA in Africa, and at MS and RECs by the different actors.
	1.14. Propose recommendations/guidelines for the [Mid Term Review of AWSA implementation in 2025 Prepare a set of actionable recommendation to accelerate the AWSA implementation;

Expected Deliverables	Related Activities
2. Support the development of national and regional animal welfare strategy; and the establishment of Regional Animal Welfare Network (RAWN)	2.1. Develop the ToRs for the development of the regional animal welfare strategy for Central, Northern and Southern Africa
	2.2. Develop the ToRs for the establishment and operationalization of the RAWN in Central, Southern and Northern Africa
	2.3. Develop draft regional animal welfare strategy in collaboration with ECCAS, SADC and UMA Secretariat
	2.3. Facilitate the validation process of the three (3) regional animal welfare strategies
3. Assist AU-IBAR in delivering a best practice for AW to be shared with decision maker and other key stakeholders and policy actors via meetings/events	2.4. Facilitate the establishment of the RAWN during the Regional Animal health network Meetings in Eastern, Western, Central, Southern and Northern Africa
	3.1. Facilitate the formation of a working group.
	3.2. Produce policy brief on AW best practices in support responsible animal resource development
	3.3. Support and facilitate Aw meeting/workshop
	3.4. Support APAW Secretariat at AU-IBAR in coordinating and implementing animal welfare related activities with RECs, AU member States and the Partners and animal welfare organizations.

4. Supervision

The incumbent will work to implement the AWSA and support the work of the APAW secretariat so as to achieve the objectives of this contract, undertaking the following targeted areas of work and any subsequent action plans agreed by AU-IBAR. The work will be under the direct supervision of the Senior Animal Health Officer and the Welfare Technical Lead at AU-IBAR.

5. Education and Experience

Qualifications

A minimum of postgraduate degree in animal sciences, veterinary and animal productions, animal law

General Experience

- Experience of working at continental or regional levels
- Knowledge of WOA and AU-IBAR structures and intervention areas
- Experience of engaging RECs and member states in AW related issues
- Experience of working with national, regional, continental, and global networks or secretariats

Specific Experience

- At least 7 years of progressive experience in animal resource development, animal health and welfare, policy, and strategy development, including work with international organizations, and government in the relevant areas of the assignment.
- Knowledge and experience of the animal welfare issues and context within Africa.

- Proven track-record of competence in Governance of Animal Welfare in Africa [policy and regulation], excellent communication skills, and a face that is familiar to the key animal welfare stakeholders in Africa, including CVOs, RECs, Animal Welfare Organizations, and experience in working with animal welfare.
- Knowledge and experience working in the development of policies, strategies, programs and projects, legislation on AW related issues.
- The incumbent should be familiar with, and align the work under this consultancy, the Livestock Development Strategy for Africa (LiDeSA), Policy Fisheries Reform Strategy, the Animal Health Strategy for Africa (AHSA) the Universal Declaration on Animal Welfare (UDAW), Animal Welfare Strategy for Africa (AWSA), Africa Platform for Animal Welfare (APAW)), and the operations of AU-IBAR, including its role in the Africa Animal Welfare Conference (AAWC).

6. Evaluation Criteria

Criteria	Max Scores
Qualifications	25
General Experience	25
Specific Experience	50

7. Duration

The duration of the assignment will be for 3 months. This consultancy is renewable subject to availability of funds.

8. Duty Station

This is a full-time position with the duty station for the consultant being AU-IBAR, Nairobi with travel on specific assignments agreed with the AU-IBAR Management

9. Remuneration

The successful candidate will be paid an all-inclusive lumpsum of USD5,979.20 \$.

10. Submission of the application

If your career aspirations, qualifications, and experience match the above requirements, please email your application stating **Animal Welfare Consultant** as the subject to procurement@au-ibar.org and copy to irene.ohaga@au-ibar.org.

The application should include the following documents:

- Detailed curriculum vitae
- Copies of academic and professional certificates
- Signed declaration on exclusion criteria (format provided in website)
- Copy of identification documents

The deadline for receipt of applications is 22nd March 2024 at 23:59 Nairobi, Local Time.