

**Chyulu Hills REDD+ Project
Environmental and Social Safeguards Framework Review and Alignment Consultancy
Terms of Reference**

Background

Maasai Wilderness Conservation Trust (MWCT) works to protect the legendary ecosystems and astounding biodiversity of East Africa through conservation that directly benefits the local communities. In pursuit of its goal, MWCT in partnership with 8 other entities (Kuku A Group Ranch, Kuku Group Ranch, Rombo Group Ranch, Mbirikani Group Ranch, Big Life Foundation, David Sheldrick Wildlife Trust, Kenya Forest Service, Kenya Wildlife Service) established the Chyulu Hills REDD+ Project (CHRP) in 2013 with financial and technical support from Conservation International. The project area is 410,000 ha and includes the Chyulu Hills National Park, a portion of Tsavo West National Park, the Kibwezi Forest Reserve and 4 Maasai community Group Ranches namely Kuku, Kuku A, Mbirikani, and Rombo.

The project partners are organised under the Chyulu Hills Conservation Trust (CHCT), the Project Proponent, and project governance is exercised by a board made up of a single representative from each of the 9 partners. MWCT was appointed by the project board to serve as the Project Office from 2017 with responsibilities including but not limited to:

- Project management and coordination
- Financial management, revenue allocation and grants management
- Communication, operations, and support towards the trust board

The project successfully went through the initial validation and two subsequent verifications under the Verified Carbon Standard (VCS) and Climate, Community and Biodiversity Standards (CCBS). This resulted to slightly over 5 million marketable credits whose sale over the years has given significant cashflows to the project and coupled with other attributes, positioned it as a flagship for REDD+ in Kenya. However, there has been notable policy, technical and market developments which are expected to have a significant impact on carbon projects over the next few years. These changes coincide with the project's revalidation and 3rd verification expected to be undertaken within the next one year.

Since the project's safeguards framework was developed in 2016, several significant changes have occurred nationally and internationally. In particular, the enactment of Kenya's Climate Change (Carbon Markets) Regulations, 2024, and the continued emphasis on compliance with the UNFCCC Cancun Safeguards, necessitate a comprehensive review and realignment of the existing framework.

In this regard, CHRP seeks to strengthen and update its Environmental and Social Safeguards Framework to ensure full alignment with current legal, policy, and institutional requirements, as well as international best practices for REDD+ implementation. The process will culminate in the preparation of a comprehensive Safeguards Assessment Report for submission to the Designated National Authority (DNA).

To achieve this, CHRP seeks to engage a qualified consultant to review, revise, align, and update its safeguards framework in accordance with national and international best practices and develop a comprehensive Safeguards Assessment Report. These Terms of Reference

(ToR) outline the objective, scope, methodology and deliverables for the stated consultancy work.

1. Objective

The overall objective of this consultancy is to review and align the CHRP Environmental and Social Safeguards Framework and prepare a Safeguards Assessment Report based on the completed Gap Analysis report for CHRP, ensuring compliance with national, international, and voluntary carbon market requirements.

Review, update, and align the CHRP's safeguards framework with:

- Kenya's Country Approach to Safeguards and Safeguards Information System (2021)
- The Climate Change (Carbon Markets) Regulations, 2024 and Climate Change (Amendment) Act 2023
- Project partner safeguard framework and systems
- The Verified Carbon Standard (VCS) and CCB Standards under Verra
- International best practice frameworks including UNDP Social and Environmental Standards, IFC Performance Standards, and the UN Guiding Principles on Human Rights and Business (UNGPs).

2. Scope of Work

The consultancy will involve the following key tasks:

a) Review of Existing Safeguards Framework

Assess existing CHRP safeguard instruments (existing policies)

b) Update and align existing Safeguard Instruments based on existing CHRP Gap Analysis Report performed internally

Prepare updated safeguard instruments, including:

- a. Stakeholder Engagement Plan
- b. Communication and Sensitization Plan
- c. FPIC Protocol
- d. Accountability and Grievance Redress Mechanism
- e. Gender and Social Inclusion Strategy
- f. Safeguards Monitoring and Reporting Framework
- g. Employment policies, Equal Opportunity Policy, Sexual Harassment Policy, Child Labour Remedial Policy, Health and Safety plan, etc all compiled into a Policy and procedures Manual

c) Safeguards Alignment Matrix

Develop a clear matrix mapping CHRP safeguards to:

- a. Kenya's 7 national safeguard indicators
- b. VCS/CCB requirements
- c. IFC and UNDP standards

d) Prepare the CHRP Safeguards Assessment Report (2025) for submission to the Designated National Authority (DNA).

3. Methodology

The consultant shall employ a participatory and analytical approach including:

- Review of existing project documentation, policies, and plans
- Desk review of Kenya's CAS/SIS and related Policy Law and Regulations (PLR) frameworks
- Interviews and focus group discussions with project partners and community representatives on need basis
- Comparative analysis with Project partner safeguards frameworks
- Comparative analysis with VCS/CCB and international safeguards

Drafting updated safeguard instruments.

4. Deliverables

- Inception Report - Detailing methodology, timelines, and consultation plan.
- Draft Updated Safeguards Framework - Including all revised or newly developed instruments.
- Safeguards Alignment and Monitoring Framework - Linking CHRP safeguards to SIS indicators and VCS/CCB.
- Final Safeguards Framework and Action Plan - Incorporating feedback and ready for implementation.
- Training Materials and Session Report on safeguards reporting and compliance.
- CHRP Safeguards Report (2025) aligned with the seven Cancún safeguards and Kenya's regulatory requirements.

5. Qualification

The consultant should possess:

- Advanced degree in Environmental/Social Sciences, Environmental Law, or Natural Resource Management.
- Minimum 10 years' experience in REDD+, safeguards systems, or ESG compliance.
- Proven experience with Verra VCS/CCB or similar carbon market standards.
- Demonstrated understanding of Kenya's REDD+ Safeguards System (CAS/SIS) or similar.
- Experience with stakeholder engagement and community-based conservation projects.
- Excellent analytical, facilitation, and report writing skills

6. Duration

The assignment is expected to take **4-6 weeks** from contract signing

7. Payment Schedule

Payments shall be made based on the delivery of the agreed milestones:

%	Milestone
10%	At contract signing
20%	On submission of the Inception Report
30%	On Submission of Draft Safeguards Framework and Safeguards Assessment Report
40%	On Submission of Final Safeguards Framework and Safeguards Assessment Report

8. Confidentiality

All project-related information accessed by the consultant shall remain confidential. No data or material shall be shared externally without prior written consent from CHRP Project Office.

9. Application

Interested qualified individual consultants or firms should submit:

- Technical proposal detailing understanding, methodology, work plan, and deliverables
- Financial proposal with itemized costs
- CV(s) of key personnel
- Evidence of similar assignments.

Applications should be submitted electronically to: info@maasaitrust.org

Subject: “**Safeguards Alignment Consultancy – CHRP**”

Deadline for submission: **3rd February 2026**

10. Equal opportunity

MWCT is an equal opportunity employer and does not discriminate against any rights protected by Kenyan laws.