

TERMS OF REFERENCE

for KOICA Multilateral Cooperation Officer (KMCO)

I. General Information

Title: Officer
(Equivalent) Grade: X8
Sector of Assignment: Green Growth (Forest restoration)
Country: Ethiopia
Duty Station(city): Addis Ababa
Agency: Global Green Growth Institute
Duration of Assignment: 12 months (initially with possible additional 12-month extension)

II. Supervision

Name of Supervisor: Innocent Kabenga
Title of Supervisor: Country Representative
Content and Methodology of Supervision:
The Officer will report to the Country Representative of GGGI Ethiopia who will evaluate the quality of performance. The Officer will work closely with the members of GGGI Ethiopia Office to support the delivery of program activities.

A detailed work plan will be agreed with the Country Representative and reviewed every six months. Based on the agreed work plan, day-to-day supervision may be delegated to a Senior Officer responsible for particular project delivery.

III. Duties, Responsibilities and Output Expectations

Under the guidance of the Country Representative, the Officer will provide day-to-day technical and programmatic support to GGGI country office in implementation of the on-going KOICA funded project and the development of a new collaboration project focusing on policy framework and on-the ground implementation of activities oriented to GHG emission reductions in the AFOLU sector. The Officer will carry out analytical work related to his/her technical expertise and provide a wide range of contributions in support of delivery and development of both projects. Specifically, the Officer must have experience in land use planning, hydrological modeling, and/or climate modeling. Proven experience in the use of hydrological modeling software, geographic information software is a must. The officer must demonstrate experience in downscaling climate models for their use in local conditions.

Specific responsibilities include:

1. Technical support:
 - Support and lead the development process of a new collaboration project for 2021 KOICA funding : Climate Resilient Watersheds Program in Ethiopia (2021-2025/15 Million USD)

- a. Develop and deliver technical products such as hydrological models at the watershed level, climate models at national and subnational levels and detailed land use plans at the woreda, kebele and watershed levels;
 - b. Engage in stakeholder mapping and facilitate discussions between government and various stakeholders; communicate and coordinate with the stakeholders;
 - c. Build rapport with working-level staff in stakeholder organizations for prompt communication of requests, concerns, and other information;
 - d. Engage in project field studies
 - e. Contribute to the development of project feasibility studies
- Support the implementation of specific components of the on-going GGGI-KOICA project for capacity building to address climate change in Ethiopia: Strengthening the Capacity to address climate change on Forestry Sector in Ethiopia (2018-2020/90 Million KRW)
 - a. Organize and lead the capacity building workshops to address climate change in Ethiopia and develop workshop reports;
 - b. Communicate and coordinate with the partner organizations including Wondo Genet College of Forestry and Natural Resources of Hawassa University, Korea University Center for Global Climate and Marine Governance and KOICA;
 - c. Monitor and evaluate the overall progress of the project and identify/resolve issues;
 - d. Produce annual and final report of the project

2. Programmatic support:

- Contribute to the implementation of GGGI Ethiopia Program's monitoring and evaluation system, including reporting on progress to HQ, development partners and national stakeholders
- Attend weekly team management meeting and deliver a regular reporting of progress and issues among team members
- Support all inputs required including submitting Progress reports, Financial Reports, Annual Reports, etc.

IV. Qualifications and Experience

Required Education and Work Experience

- Master's degree or higher in hydrology, ecohydrology, geography or similar and/or a combination of thereof;
- A minimum 5 years of proven work experience in the fields of climate and hydrology modeling and the use of geographic information systems;
- Specific working experience in stakeholder engagement for policy and project development and implementation;
- Strong understanding of project cycle management and project implementation in developing countries;
- Strong experience in collaborating with and coordinating with a cross-section of stakeholders, including government officials at national/subnational levels, development partners and private sector.

Key Competencies of the Assignment

- Excellent command of written and verbal English;
- Strong analytical skills including analysis of both quantitative and qualitative data;

- Demonstrated strong interpersonal and motivational skills and sensitivity to the local environment as well as the ability to work with minimal supervision;
- Excellent ability to initiate collaboration across divisions and work effectively and constructively with people from diverse cultural and professional backgrounds;
- Overall understanding of the concept of green growth and climate change vulnerability in the context of developing countries;
- Ability to review and synthesize information and produce appropriate documents with a strong analytical background, coupled with exceptional strategic thinking skills;
- Proficiency in information and technology proficiency in Microsoft package, additional to specific software required for the technical tasks described above.

V. Background Information

About GGGI

The Global Green Growth Institute (GGGI) is an international organization dedicated to supporting and promoting strong, inclusive and sustainable economic growth in developing countries and emerging economies. GGGI was established in 2012, at the Rio+20 United Nations Conference on Sustainable Development, and currently has 32 members with operations in 33 countries around the world. GGGI's mission is to support the transition of its member countries toward a model of green growth by developing and implementing strategies that simultaneously achieve poverty reduction, social inclusion, environmental sustainability and economic growth. By pursuing this mission, GGGI aims to achieve its vision of a resilient world of strong, inclusive and sustainable green growth.

About GGGI Ethiopia Country Program

GGGI has been working in Ethiopia since 2010, supporting the Government of Ethiopia's efforts to develop and implement Climate Resilient Green Economy (CRGE) Strategy. This involves collaborating towards the delivery of the Ethiopia's vision of becoming a climate resilient middle-income economy by 2025, with a zero-net increase in carbon emissions.

GGGI began its collaboration with the Ethiopian Development Research Institute (EDRI) in 2010 and the then Environmental Protection Agency. From 2013, GGGI began working with the then Ministry of Environment and Forestry (MOEFEC), National Planning Commission, the Prime Minister's Office, the Ministry of Water, Irrigation and Energy (MoWIE) and the Ministry of Agriculture (MoANR). GGGI's engagement in Ethiopia is driven by its needs and demands, and is structured around four pillars—planning, resource mobilization, delivery and institutional development. Since 2010, GGGI has evolved both its operating model and coverage in the country. Over time, GGGI has developed a flexible strategy to support the government in its green growth ambitions.

The major achievements of GGGI Ethiopia Office include, but are not limited to, its contribution to the development of CRGE vision of Ethiopia; the development of Green Economy Strategy and Climate Resilience Strategies in partnership with the Government of Ethiopia; its contribution to the development of GTP II and sectoral guidance for integrating the CRGE vision into the GTP II plans; its support to the institution and operationalization of an Environmental and Climate Research Center; its contribution to the development of core systems and processes of CRGE facility and Fast Track Investments (FTIs); its contribution to Ethiopia's REDD+ strategy development as a member of the National Technical Working group for REDD+ and a core team member for the REDD+ strategy formulation; and its preparation of Country Planning Framework (CPF) under the

leadership of the Government of Ethiopia.

About the Projects (with regards to TOR for the assignment of KMCO)

1) Climate Resilient Watersheds Program in Ethiopia (2021-2025/15 Million USD) – KOICA Bilateral Development Cooperation Project

• Program Concept

Climate change scenarios show high vulnerability due to changing climatic patterns which, in absence of adequate adaptation measures, would mean a critical set-back for Ethiopia's economic and social development plans. Ethiopia is committed to poverty reduction and social development, and improved public sector management, as well as having ambitious climate mitigation and adaptation goals. Although the country has achieved notable economic growth in the past decade, targeted external development funding is likely to continue to be needed for some time to come.

The Climate Resilient Green Economy - CRGE strategy (FDRE, 2011) determined that agricultural growth, sustainable land management and forest protection and restoration are of paramount significance to the country's green growth, climate resilience and contributions to climate change mitigation. In this context, it is noteworthy that the CRGE aims at achieving 50% of the national emission targets through the protection and re-establishing forests for their economic and ecosystem services, including the sequestration and conservation of carbon stocks.

The REDD+ strategy (FDRE, 2018) identifies the need for a national land use policy and the lack of land use planning at various levels, the need for clearer land/forest tenure; institutional capacity gaps; and challenges related to sectoral, as well as intra- and inter-sectoral coordination as some of the important constraints to reduce deforestation and avoid forest degradation.

Current development cooperation in Ethiopia's forest and landscape restoration areas is largely delivered as government-implemented program aid. Coordination between the agriculture, forestry, and energy sectors is noted to be among the principal requirements in seeking cost-efficiency when delivering climate-action with a landscapes approach. The tenet of the "Landscapes Approach" is sustaining healthy flows of ecosystem services, while reconciling the interests of multiple actors and the trade-offs between improving livelihoods and conserving biodiversity.

Insufficient inter-sectoral coordination is broadly perceived as a substantial obstacle to scale up current and past projects/programs; ones which remain at "pilot" level (considering that funding available is in the order of USD hundreds of millions, whereas the needs are identified in the order of USD billions).

Landscape restoration activities, driven by the agriculture and forestry sectors, do not overlap geographically. Hence, the positive effects that stem from their separate implementation are not compounded. At the same time, despite the well-recognized problem of sedimentation in dams that provide energy for export and consumption within Ethiopia, as well as water for irrigation, landscape and forest restoration programs' activities do not overlap with catchment areas.

The aim of CRWP is to catalyze and mobilize private sector investment in activities that increase the production of forest and agroforestry products, conserve local biodiversity,

generate local livelihoods and labor opportunities, while supporting ecosystem services. The latter include but are not limited to carbon storage and sequestration, and water provision for energy generation. By implementing CRWP, KOICA and GGGI will be supporting Ethiopia in attaining SDG 1: 'End poverty in all its forms everywhere'; SDG 2: 'End hunger, achieve food security and improved nutrition and promote sustainable agriculture'; SDG 6: 'Ensure availability and sustainable management of water and sanitation for all'; SDG 8: 'Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all'; SDG 13: 'Take urgent action to combat climate change and its impacts' and SDG 15: 'Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss'.

The CRWP will support the government of Ethiopia in several areas. These include the development and strengthening of policy frameworks and enhancement of technical capacities and supporting inter-sectoral coordination at the *woreda* level for the implementation of integrated and climate resilient watershed management activities on the ground. Policy frameworks will benefit Ethiopia at the Federal, Regional and *woreda* levels. Actual implementation of integrated watershed management activities for climate resilience will benefit local communities through innovative mechanisms such as results-based financing and public-private partnerships (PPP) with private sector actors. Technical capacities of federal, regional and local government officers will be supported, with emphasis placed on improving intersectoral coordination.

The CRWP will prioritize activities that have a positive impact in gender-equality and social inclusion. It is well aligned with KOICA's Country Strategy Framework (2016-2020), as it focuses on two priority areas: agricultural development and energy. In addition, CRWP aligns with KOICA's cross-cutting objective of enhancing climate change resilience and adaptation.

- **Project Components, Outcomes and Outputs**

- Component 1. Policy Frameworks**

- OUTCOME 1.1 Land Use Planning at Federal and local levels strengthened

- Output 1.1.1 Support development of National Land Use Planning Policy – NLUP-

- Insufficient land use planning is identified by the National Forest Sector Development Program (FDRE 2018b) and the National REDD+ strategy as a driver of deforestation and a hindrance to implementing forest restoration and sustainable forest management activities that would result in positive impacts to rural livelihoods. The CRWP will support ongoing processes at the federal level that are oriented at producing a NLUP. This, in turn, will serve as the policy framework for further detailed development of land use planning and forest landscape restoration activities at the regional and local levels (as described in Component 2 of this proposal)

- Output 1.1.2 Capacity building for NLUP implementation at the federal and local (*woreda*, *kebele*) levels

- Government officials from the Forestry, Agriculture and Water and Energy sectors will be capacitated for effective and coordinated engagement in forest landscape restoration that employs a landscapes approach. Study tours and scholarships will be provided to selected candidates, targeting diverse levels of decision making, ranging from the federal to the *woreda* and *kebele* levels.

OUTCOME 1.2 Readiness for international transaction of Carbon emission reductions created

Output 1.2.1 Deliver MRV capacity building in the Forest and Agriculture sectors

Technical capacity building for monitoring reporting and verification will be delivered at the regional and local levels, in alignment with the national MRV roadmap developed in 2018. This institutional strengthening will consist in specialized technical training, including exchanges of experience with agencies of the Government of the Republic of Korea, delivery of training materials and participation in specialized training courses.

Output 1.2.2 Support readiness for bilateral, multilateral and private transactions of carbon emission reductions

National readiness for transactions of emission reductions will be supported. This includes potential transactions at sectoral and project/program implementation levels under Article 6 of the Paris Agreement, the Carbon Offsetting and Reduction Scheme for International Aviation - CORSIA, as well as other bilateral and multilateral market mechanisms. Institutional appraisals including regulatory, registries maintenance and reporting capacities will underpin the subsequent development of proposed mechanisms to comply with international best practice and requirements, including environmental integrity.

Component 2. Integrated watershed management

OUTCOME 2.1 Innovative implementation mechanisms allow for intersectoral watershed management under a landscape approach

Output 2.1.1 Support participatory watershed land use planning through intersectoral coordination frameworks at the *woreda* and *kebele* levels.

Participatory Land Use Plans will serve as the operational-level framework to prioritize the investments in forest landscape restoration. Public engagement, participation, involvement and consultations on forestry and land use planning and implementation will be promoted. The participation of multiple stakeholders including community-based organizations, local communities, indigenous peoples, women, youth, NGOs, and the private sector and academia will be sought and facilitated through the project.

Transparent grievance-redress mechanisms will be part of the Environmental and Social Safeguards that GGGI will put in place. This will guarantee the rights of participation and representation of interested stakeholders in the process, supporting timely identification, avoidance and mitigation of potential conflicts.

Output 2.1.2 Deliver results-based payments for community-based forest restoration

Community-based forest landscape restoration will be supported by establishing a financial mechanism to enable community-owned agroforestry and woodlots to be set up. Focusing on community owned lands and community-based implementation ensures ownership and accountability, since the land usufruct rights for land rehabilitation given to watershed users associations/community groups involve utilization, protection and rights but also duties.

Inter-sectoral coordination committees will be supported at the *woreda* level to implement forest restoration activities using a landscapes approach. This will ensure adoption of the prescriptions given by the participatory land-use plans developed, in consultation with

communities, for the selected watersheds. Coordination will also support seamless issuance of land certificates to communities and management groups by ensuring adequate communication between *woredas* level and the respective sectors at the federal level. Transparent Benefit-Sharing mechanisms will be in place to support the sustainability and accountability of the actions implemented on the ground.

Output 2.1.3 Deliver technical Assistance to support innovative PPPs

PPPs are an avenue to facilitate the flow of investments. The specific areas to be supported include technical design, financial structuring and market networking.

Technical support areas can include an array of elements comprised in project feasibility and the construction of strong business cases by, for example, technical design studies; feasibility appraisals; roadmaps for sustainability certifications (organic and fair trade, forest certification); carbon market analyses; and commercialization strategies.

Market networking support can include buyer-seller matching with international trading companies (agroforestry, timber and other forest products, eco-tourism, carbon trading), networking with development partners and government agencies.

Financial literacy and structuring support can include financial needs assessment, financial planning, mentoring to support partnerships in accessing external financing and financial literacy to aid in adequate cashflow management.

- **Project Implementation Arrangements**

GGGI: The CRWP aligns with GGGI's objective to simultaneously achieve poverty reduction, social inclusion, environmental sustainability, and economic growth. GGGI recognizes the urgency of action on climate change, the growing importance of private finance in meeting global development challenges, and the interdependence of countries, systems, and public/private actors. For the implementation of CRWP, GGGI will deliver its expertise in producing forest-related business models with bankable financing mechanisms to facilitate replicability, adoption and scale-up of such models.

GGGI will take stock of the progress attained by previous and existing projects, seeking the creation of synergies. Project implementation will support actual cross-sectoral coordination on the ground. For this purpose, a project steering committee will be established with the participation of representatives from the relevant federal ministries and will be chaired by the Ministry of Finance and Economic Development. In this regard, the project will benefit from GGGI's past and current collaboration with the government.

Partnerships will be sought with established and competent institutions with specialization in forest and landscape management research and practice such as the International Water Management Institute - IWMI, the Center for International Forest Research - CIFOR, and the Ethiopian Environment and Forest Research Institute - EEFRI, as well as academic institutions such as Korea University, Hawassa University and UNESCO-IHE Water Institute.

- **Project Paradigm Shift Potential**

Effective implementation of activities will require coordination between the agriculture, forestry and energy sectors. GGGI in consultation with government and non-government institutions identified the *woreda*-administration as the appropriate coordination level, where the different sectors can effectively engage towards a common objective. For this reason, it is proposed that most of the on-the-ground implementation of activities and associated budget be coordinated and delivered directly at the *woreda* administration level. This would mean a

paradigm shift towards integrated landscape management that breaks the common-practice 'silo' approach, which inevitably hampers scalability, replicability and compounded positive impact of the initiatives undertaken.

The lack of capital available for forest-sector investments is recognized as a hindrance to the development of the forest sector in Ethiopia. The development of transparent mechanisms including MRV and registries to support a PPP emission reductions trading will contribute to tackling this obstacle and will help the mobilization of private resources to scale up the successful implementation of on-the-ground verifiable carbon sequestration activities.

Given the characteristics of the activities comprised in the CRWP in terms of being small-scale and community-based interventions with high potential for transformation and promotion of a paradigm shift to low emission and climate-resilient development, positive environmental and social impacts and minimal to none environmental and social risks, the activities included in this proposal qualify for GCF SAP funding. In this regard, the resources provided by KOICA can be complemented with co-financing to be requested from GCF to bolster the positive and verifiable onsite results.

2) Strengthening the Capacity to address climate change on Forestry Sector in Ethiopia (2018-2020/90 Million KRW) – KOICA Civil Society Partnership Programme

KOICA Office in Ethiopia and GGGI Ethiopia have been collaborating on a project for capacity building to address climate change in Ethiopia focusing on forestry, MRV and Article 6 of the Paris Agreement since 2018. As a final outcome of the project, policy recommendation should be proposed to the Government of Ethiopia by the end of 2020. A new project will be proposed; it will focus on implementing activities in AFOLU sector with the intended outcome of generating verified emission reductions, as well as creating the institutional arrangements to allow for transferring them internationally.

The Officer will provide support to the on-going project, focusing on monitoring, evaluation and finalization process of the project. He/she will also actively participate in process of new project development, closely working with the stakeholders to develop a well-structured implementation plan.

VI. Information about Living Conditions at the Duty Station

Location of the work place

- GGGI Ethiopia Office is hosted by the Environment, Forestry and Climate Change Commission (EFCCC) in Arat Kilo area of Addis Ababa, the capital of Ethiopia. Arat Kilo is where most of the ministries and government agencies are located and is not far from the main downtown area which is Bole (about 15 mins drive).
- Commute times vary but housing is available within 10 to 20-minute drive. Having a private car is not necessary since taxis are easy to find, safe and reasonably priced: about 100 ETB for short trips (1-2km) and 200 ETB for longer trips (4-5km). Cheaper options are also available—local minibuses—which cost about 1.5 ETB to 5 ETB for one-way ride.

Housing

- Diverse housing options are available with a wide range of rent levels.
- Shared apartments or studios are popular options among expats. Monthly rent for these

types of housing starts from USD350 and can get as high as couple thousand dollars (USD550 on average for a shared flat).

Security and Safety

- The new staff will be fully briefed with any safety concerns, if there are any. Addis Ababa is generally safe with rare incidence of violence targeted at foreigners. However, it is advised that he/she be cautious, especially with his/her belongings since theft or pickpocketing are relatively frequent.

Required visa type and Issuance Process

- Visa issuance will be processed by the Ministry of Immigration of the Government of Ethiopia. Our liaison assistant will support the Officer throughout the process of visa issuance.

VII. Agency Information

Name of Country Director: Innocent Kabenga

Number of Staff: Total (12), International (4)

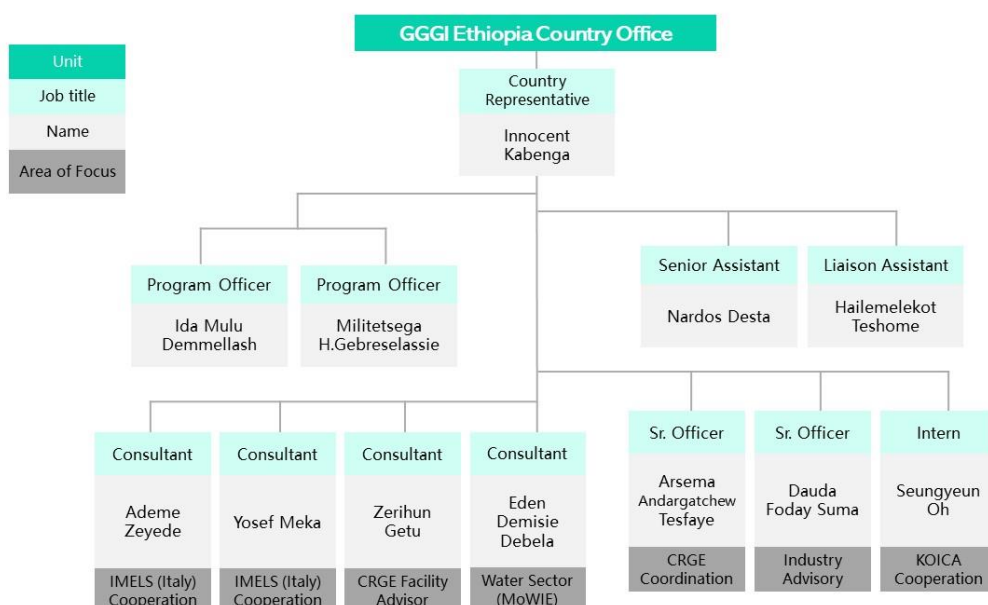
Number of Korean staff (if any): JPO (0), UNV (0), Others - Intern (1)

Address: 4th Floor, Environment, Forestry, and Climate Change Commission (EFCCC) Building, Arat Kilo, Addis Ababa, Ethiopia

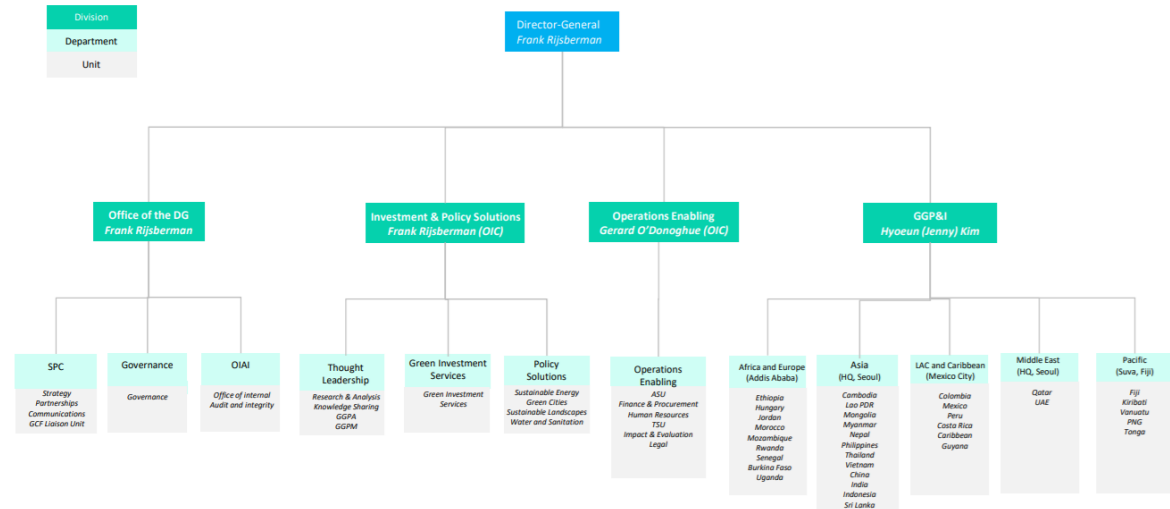
Telephone/Email/Website: T.+251-94-432-0173 E. innocent.kabenga@gggi.org

HP: www.gggi.org

Organigramme for GGGI Ethiopia Office:



Organigrams for GGGI:



Pictures of the Office Building (Exterior & Interior).



Submitted by

Name: Innocent Kabenga

Title: Country Representative

Agency / Unit: Global Green Growth Institute – Ethiopia Country Office

Email: innocent.kabenga@gggi.org

Date of Submission: June 27th, 2019