CONSULTANT VACANCY ANNOUNCEMENT

ORGANIZATIONAL LOCATION: UN-Habitat
DUTY STATION: Kampala, Uganda
FUNCTIONAL TITLE: Consultant-Piloting Capacity Assessment Tool in Uganda
DURATION: 4 months (1 October 2015 – 31 January 2016)
CLOSING DATE: 17th September 2015

BACKGROUND
The Land and Global Land Tool Network (GLTN) Unit, located within the Urban Legislation, Land and Governance (ULLG) Branch of UN-Habitat, has the mandate to develop, test and disseminate pro-poor and gender responsive approaches in regard to land, innovative residential tenures, affordable land management/administration systems, and land related regulatory/legal frameworks and tools. The Unit hence focuses on research and tool development also to supply technical advice to Member States and backstop the Regional offices and other sections of UN-Habitat. GLTN considers a land tool as a practical way to solve a problem in land administration and management. It is a way to put principles, policies and legislation into effect. Land tools provide a resource for enabling action. While there has been extensive global discussion around land policies that work for the poor, there has been insufficient attention paid to the development of methods for developing and implementing these pro-poor land policies.

GLTN in collaboration with the Faculty of Geo-Information Science and Earth Observation (ITC) of the University of Twente in the Netherlands developed a holistic tool for assessment of land-related capacity development needs of countries, organisations and individuals, for improved implementation of land policy. Recent policy principles, scientific and advocacy documents call for more effective implementation of land policies. This philosophy underlies GLTN objectives, thus the need to develop and strengthen implementation capacity. Examples of these documents include the 2009 Declaration on Land Issues and Challenges in Africa, Framework and Guidelines on Land Policy in Africa, EU’s Guidelines for support to land policy design and land policy reform processes in developing countries and others. All these documents identify that capacity is a crucial challenge in land reform processes.

The Capacity Assessment tool focuses on the individual, the organization, and the broad institutional and policy environment in which land is managed. It recognizes the need for initial intensive human and organizational capacity development of land agencies. The tool also aims at the assessment of the needs for continuous professional development and strengthening of the organizational learning capacity of land agencies. This is in line with GLTN’s Capacity Development Strategy which promotes paradigm shift for recognition of Continent of Land Rights, and a comprehensive approach to the development of existing capacity for implementing this shift.

RESPONSIBILITIES
The development of Capacity Assessment tool has entailed a co-construction process involving professional land administrators, land policy makers and International Research and Training institutions and expert group meetings in Nairobi, Mozambique and product validation meeting in Uganda. In adherence with GLTN’s tool development approach the Capacity Assessment tool has to be piloted in relevant country level environment and refined to suit user requirements. GLTN will avail relevant document on the Capacity Assessment tool to guide the testing and piloting of the tool. The specific objective of this consultancy is to pilot Capacity Assessment tool in Uganda where GLTN is already supporting land policies.

Under the overall supervision of the Unit Leader of Land and GLTN Unit under the Urban Legislation, Land and Governance Branch of UN-Habitat, in collaboration with GLTN Secretariat, the consultant will perform the following tasks:

1. **Identify national concourse of land issues at stake, and frame concerns, goals, resources**
   Identify the broad scope of national and local land issues in the country; the breadth of views and concerns; the claims and arguments; the key partners; priorities

2. **Scoping of functional assessment.**
   Prepare ToR of assessment by: engaging stakeholders, clarifying functional objectives and primary clients, (collectively) determining data and information collection, deciding on the assessment team composition, and the duration of the assessment.

3. **Conducting the assessment and interpreting results.**
   Execute assessment through a combination of interviews, focus groups, documentary analysis and collection of indicators.

4. **Presenting, validating and acting upon results.**
   Plan and execute the presentation and dissemination results and submit outcomes report to GLTN.
COMPETENCIES

Professionalism: Knowledge of concepts and approaches relevant capacity development in land sector. Highly developed conceptual, analytical and innovative problem-solving ability; Familiarity with, and experience in, using various analysis and research methodologies and sources.

Planning and organizing: Ability to work within set deadlines and in line with the requested outputs; Capacity to establish priorities and plan, coordinate own work plan, use time efficiently and apply judgment in the context of competing needs.

Communication: Excellent written and verbal communication skills and ability to articulate complex ideas in a simple and clear manner;

Creativity: Is not bound by current thinking or conventional approaches, takes calculated risks on new and unusual ideas; Offers new and different options to solve problems and meet the GLTN Partners’ needs.

EDUCATION

Advanced University degree (masters or similar) in a field deemed relevant to the subject areas covered by these Terms of Reference such as Geomatics and Land Management, Land Economy, Land Use Planning etc.

WORK EXPERIENCE

- A minimum 10 years’ experience working in the field of Capacity Development in land sector
- Previous working experience capacity assessment and good practice training.
- Demonstrated clear comprehension of capacity needs for land policy implementation.
- Previous participation or involvement in the development or validation of Capacity Assessment tool will be an added advantage.

LANGUAGE SKILLS

Fluency in English (both oral and written) is required; knowledge of the other UN languages is an added advantage.

OTHERS

- Willingness to travel on mission to present findings in the EGM.
- Ability to work under pressure and in multi-cultural environment.

REMUNERATION:

Payments will be based on deliverables over the consultancy period. There are set remuneration rates for consultancies. The rate is determined by functions performed and experience of the consultant. The fees will be paid in installments upon completion and acceptance of the outputs.
Applications should include:
• Cover memo (maximum 1 page)
• CV in the PHP format, accessible through the INSPIRA website (inspira.un.org) Please note, if using INSPIRA for the first time, you need to register in order to activate your account, which will allow you to log in and create a personal History Profile.
• The PHP should be attached to the application as a PDF file.
• Summary CV (maximum 2 pages), indicating the following information:
  1. Educational Background (incl. dates)
  2. Professional Experience (assignments, tasks, achievements, duration by years/months)
  3. Other Experience and Expertise (e.g. Internships/ voluntary work, etc.)
  4. Expertise and preferences regarding location of potential assignments
  5. Expectations regarding remuneration
• Cover memo (maximum 1 page)

Please also be advised that since April 15th 2010, applicants for consultancies must be part of the UN-HABITAT e-Roster in order for their application to be considered. You can reach the e-Roster through the following link: http://e-roster.unhabitat.org

All applications should be submitted to:
Ms. Josephine Ruria
UN-HABITAT
P.O. Box 30030, 00100 Nairobi, Kenya
Email: josephine.ruria@unhabitat.org

Deadline for applications: 16 July September 2015

UN-HABITAT does not charge a fee at any stage of the recruitment process. If you have any questions concerning persons or companies claiming to be recruiting on behalf of these offices and requesting the payment of a fee, please contact: recruitment@unon.org