



REPUBLIC OF VANUATU
DEPARTMENT OF CLIMATE CHANGE
Ministry of Climate Change and Natural Disasters
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All correspondents directed to the Director

Terms of Reference

Local Consultant – Gender, Equality, Disability, and Social Inclusion (GEDSI)

Activity 0.1.4: Develop Gender Equality, Disability, and Social Inclusion (GEDSI) action plan.

This consultant will lead the integration of GEDSI principles into all elements of Loss and Damage (L&D) Fund Development project to ensure inclusive, equitable, and accessible design and implementation for all communities in Vanuatu and will work closely with the project team and ILDWG.

Project Title: Vanuatu Loss and Damage Fund Development Project

Location: Port Vila, Vanuatu

Duration: 30 days

Start Date: 6/03/2026

Reporting to: Project Manager, Department of Climate Change (DoCC), Ministry of Climate Change (MoCC), Government of Vanuatu

Funding Support from: Ministry of Foreign Affairs and Trade (MFAT), Government of New Zealand

Background

Although it contributes just 0.0016% of global greenhouse gas (GHG) emissions, Vanuatu is already experiencing the devastating effects of climate change manifested as loss and damage. Vanuatu suffers irrecoverable loss and damage from climate change events on an annual basis, both through extreme and slow onset events. Highly exposed to damaging cyclones, such events have led to financial losses in the billions of US Dollars. Single events can result in catastrophic and sustained impacts, for example Cyclone Pam (2015), Harold (2020) and Cyclones Kevin and Judy (2023) each led to losses of more than 500 million USD which equates to more than 60% of the nation's GDP. Slow onset events such as sea level rise, ocean acidification and salinisation of productive land are leading to further losses. These include non-economic losses and damages such as the irretrievable loss of culture, indigenous language and identity, human rights, health and wellbeing, biodiversity, and ecosystems.

The challenge for Vanuatu, like many highly vulnerable Small Island Developing States (SIDS), is that the international recognition of loss and damage rapidly needs to turn into meaningful

investments on the ground; talk needs to turn into action. Establishing a financial mechanism which can attract and manage loss and damage finance and disperse it to those most in need can play a critical role in facilitating practical projects which address loss and damage. Such a mechanism requires sound governance, robust systems and processes (including financial management) reinforced by enhanced capacity, increased awareness of loss and damage and effective Monitoring, Evaluation, Reporting and Learning (MERL).

The Government of New Zealand has committed NZD 4 million to support the “Vanuatu Loss and Damage Fund Development Project” to enable Vanuatu to become ‘investment ready’ to most effectively absorb international L&D funding arrangements into national systems and then programme and disperse finance in bottom-up and locally appropriate modalities. The MFAT funding will be used to design a L&D Fund and enhance capacity but will also provide seed funding to get projects started and thus attract further investment.

By establishing a national Fund, L&D can be addressed in locally appropriate ways; an agile and responsive financial mechanism would provide easy access to communities and organisations. The Fund will be situated within a broader national climate finance architecture and the project will help the Government of Vanuatu to work towards a more integrated approach to community-level climate change responses. A national fund can also facilitate effective learning and the rapid scale up of effective approaches.

About the Role

This GEDSI consultant will work closely with the DoCC, the ILDWG, and other project consultants to embed GEDSI safeguards into the fund’s policies, systems and operations. This will include capacity building, stakeholder engagement, and recommendations to ensure that gender and inclusion considerations are central to fund design, implementation, and evaluation.

This role requires in-depth understanding of Vanuatu’s institutional, policy, and financial frameworks related to climate finance, as well as familiarity with past and ongoing initiatives, such as the National Green Energy Fund (NGEF). The consultant will work in close coordination with the project team and the Informal Loss and Damage Working Group (ILDWG) under the National Advisory Board of Climate Change (NAB) to assess gaps, identify lessons learned, and develop actionable options for enhancing the climate finance architecture.

Scope of Services

- Conduct a GEDSI analysis of existing climate finance and related national mechanisms (e.g., NGEF, Disaster Emergency Fund, Environmental Trust Fund).
- Support provided for the Needs Assessment consultant
- Design a GEDSI framework and action plan for L&D Fund, aligned with national policies and international standards (e.g., UNFCCC Gender Action Plan, CRPD, CEDAW).
- Identify barriers to access for women, youth, people with disabilities, and other marginalized groups in existing finance mechanism.
- Develop GEDSI-sensitive indicators to integrate into MEAL framework.
- Support the design of inclusive governance and fund management structures.
- Recommend safeguard procedures to ensure rights-based, inclusive programming.
- Facilitate meaningful consultations with women’s groups, youth, disability advocates, and traditional leadership structures.
- Provide recommendations on accessible communication, outreach, and grievance redress mechanisms.

- Conduct training and capacity-building sessions for key stakeholders on GEDSI mainstreaming.

Deliverables

1. Inception Report outlining methodology, and consultation approach.
2. GEDSI assessment report summarizing key barriers, risks, and opportunities.
3. GEDSI framework and action plan, including integration strategies across all project activities.
4. Stakeholder engagement report, documenting inclusive consultations and findings.
5. GEDSI capacity building materials and record of training delivered.
6. Final GEDSI integration report with lessons learned, implementation status, and recommendations for sustainability.

Selection Criteria

Essential Experience and Knowledge:

- Advanced degree in climate finance, environmental science, project management, or a related field.
- At least 7 years of experience managing complex, multi-stakeholder projects, preferably in Small Island Developing States (SIDS).
- Strong expertise in governance, and financial oversight.
- Demonstrated knowledge of international and national climate frameworks, including the Paris Agreement and UNFCCC Fund for Responding to Loss and Damage (FRLD).
- Proven ability to integrate GEDSI principles into project design and implementation.

Desirable:

- Familiarity with Vanuatu's climate policies and governance structures.
- Experience working in the Pacific region or similar contexts.
- Ability to speak Bislama.

Duration

The duration of the contract is 30 days, commencing when the contract is signed.

Expression of Interest (EOI) Submission Requirements

Interested applicants should submit:

- Updated Curriculum Vitae (CV)
- Cover letter outlining approach and motivation
- Copies of qualifications
- Sample of previous work (or report)
- Valid Referee contact information (3)

Submit all soft copy of your EOI to missack.willy@yahoo.fr. The subject line of the email should be "L&D GEDSI Consultant". Address all correspondence to the Manager, Loss and Damage Fund Project.

Other Information

Consulting Services Budget: **2,400,000 VUV**

Date Published: **19/02/26** Deadline of Expression of Interest: **27/02/2026**