

Reference number: 013-2025-CRCBS-AF



**IMPLEMENTING SUSTAINABLE LOW AND NON-
CHEMICAL DEVELOPMENT IN SMALL ISLAND
DEVELOPING STATES (ISLANDS) IN CABO VERDE, S.T.
PRINCIPE AND G. BISSAU**

TERMS OF REFERENCE:

**Environmentally sound management of POPs and
mercury products & elimination of obsolete pesticides
and chemicals, PCBs and DDT CONSULTANCY**

CRCBS-AF

December 16 /2025

1. BACKGROUND

The Implementing Sustainable Low and Non-Chemical Development in Small Island Developing States (ISLANDS) Programme seeks to address the sound management of chemicals and waste in Least Developed Countries (LDCs) and Small Island Developing States (SIDS). This ISLANDS Programme covers four (4) geographical regions including the Caribbean, Indian Ocean, Pacific Islands, and Atlantic Ocean Islands, and is being implemented by the United Nations Environment Programme (UNEP), The United Nations Development Programme (UNDP), The United Nations Food and Agricultural Organisation (FAO) and the Inter-American Development Bank (IDB).

The Basel and Stockholm Convention Regional Centre for Training and Technology Transfer for French-speaking countries in Africa (CRCBS-AF) is currently executing the Atlantic Child Project GEF 10848, which involves three (3) countries (Cabo Verde, Guinea Bissau and S. Tome and Principe).

The (CRCBS - AF) is seeking to recruit **a suitably qualified and experienced Regional Consulting Team composed but not limited to: Hazardous waste management consultant, Socio-economic Consultant, Training Consultant, Design Engineer for Hazardous Waste Storage Facility, Post-disaster Waste Consultant, Communications, to work on Activities 2.1.1 to 2.1.2 under Output2.1.**

This Output 2.1 aims to strengthen capacity for the ESM of POPs and mercury products and disposal of obsolete pesticides and chemicals under key activities:.

Activity 2.1.1: Undertake hazardous waste inventories and set national priorities for Project Countries.

Activity 2.1.2: Develop management and disposal/stabilization strategies to eliminate PCBs, obsolete pesticides and chemicals, including DDT, POP-PBDEs, and HBCD in WEEE and selected MAPs.

2. DESCRIPTION OF REQUIRED SERVICES FOR THIS CONSULTANCY

The overall objective of this consultancy is to strengthen capacity for the ESM and disposal of POPs and mercury products. In the context of the GEF ISLANDS Programme, there are significant concerns surrounding the potential obsolete stockpiles and incoming end of life stocks that have hazardous properties. There are known stockpiles of Polychlorinated biphenyls (PCBs), agricultural chemicals and empty containers, PFAS containing firefighting foams and mercury-added products, which reinforces the need for the ESM and disposal activities. In the absence of requisite facilities for ESM, interim storage and disposal, these obsolete legacy chemicals and products containing hazardous chemicals are improperly stockpiled and are not properly secured in many SIDS. Medium to long-term strategies and systems must be instituted to safely manage them nationally and, where possible, as a region. As such, the activities outlined above address the inventory, removal, and ESM of stockpiles. All activities are to be executed at the regional level, with consideration for the national priorities of each country.

The Consulting Team, in close collaboration with the National Working Groups, and with the support of the national consultants will be required to achieve this objective ¹through the following activities:

1. To undertake three (3) hazardous waste inventories and set national priorities for the Project Countries. These inventories should provide detailed information on the types of hazardous waste produced, stored, treated/recycled, disposed of, and exported; information on how these stocks of chemicals and waste are currently accumulated, managed (e.g., stored, treated/recycled, disposed of, and exported), and how their management is ensured (technically and financially). Moreover, these inventories will also focus to identify challenges and gaps on the existing data management system or coordination mechanisms among stakeholders and provide recommendations to improve such systems within QC/QA of data for future inventories.

These waste inventories will seek to:

- Identify priority hazardous waste streams at the national level;
- Inform the design of regulatory measures for their management;
- Inform the design of sustainable cost recovery/financial mechanisms for the sustainable management of priority hazardous waste streams;
- Develop and implement national and regional management plans for priority (hazardous) waste streams.

2. To develop strategies for managing obsolete pesticides and chemicals, including PCBs, DDT, and selected mercury added products to be disposed of under this project. Since there are currently no available mechanisms for disposing of these chemicals safely within the region, they will need to be exported for safe disposal. Synergies in the centralized interim storage and consolidation of different categories of chemicals will be explored to facilitate logistical coordination of the removal operations. However, the strategies developed will also need to identify public and private sector financing opportunities to either supplement disposal costs or undertake separate disposal operations for wastes that cannot be disposed of within this project. The management and disposal/stabilization strategies will be cutting according to the waste type to facilitate the identification of cross-cutting regional solutions and sustainable solutions. In this regard, the consulting firm will annex draft ToRs for the recruitment of an International Company to dispose of the inventoried hazardous wastes.

3. EXPECTED OUTPUTS

The Consulting Team, under the guidance of, and reporting directly to the CRCBS-AF, is expected to deliver the following:

1. Three (3) hazardous waste inventory reports (one for each Project Country), which include: priority hazardous waste streams, regulatory measures for their management, sustainable cost recovery/financial mechanisms for the sustainable management of priority hazardous waste streams, national and regional management plans for priority (hazardous) waste streams. **(Deliverable 1).**

¹ National consultants may be recruited to support regional consulting team' work. Further, the consulting team may be requested to support the development of ToRs within specific tasks for national consultants.

2. Three (3) National validation workshops reports, one for each Project Country. **(Deliverable 2)**
3. One (1) Regional strategy report on the sound management and disposal of hazardous wastes with sub-sections for each project country. **(Deliverable3)**.
4. Regional Validation Workshop Report **(Deliverable 4)**.

4. CONSULTING TEAM RESOURCES

Bidders are free to define the size and structure of their consulting team to produce the expected outputs and successfully fulfil the objectives of the assignment. The roles and responsibilities of each team member should be clearly identified in the Technical Proposal and included in the Eligibility Form of the proposal package under Annex 1 “Schedule of Key Personnel” completed CVs. Travel will be required for the regional workshops and three (3) national workshops, as well as any national stakeholder engagement /information gathering initiatives, as determined by the consulting team’s approach to work. The location for the proposed regional workshops will be determined closer to the activity.

5. QUALIFICATIONS, EXPERIENCE, AND SKILLS

In order to facilitate the activities in the three (3) Project Countries, the following Education, Qualifications and Experience are expected within the Consulting Team (a minimum of one (1) team member must possess the following requirements):

- At least a Master’s Degree or equivalent in Chemistry, Chemical Engineering, Environmental Sciences, or related fields;
- A minimum of 10 years’ professional experience in the area of chemical hazardous waste inventories and ESM, sustainable development infrastructure industry, or related fields;
- Professional experience on multilateral environmental agreements (MEAs) related to chemicals and hazardous waste will be an asset;
- Professional experience working within a multi-disciplinary and multi-cultural team environment and the ability to ensure smooth coordination with UN agencies, GEF and relevant regional institutions in the region will be desirable;
- Experience in conducting stakeholder meetings/ trainings/ workshops; and
Previous experience in the African Region, with the capacity and eligibility to work in the participating countries will be an asset.

6. DURATION

The duration of this consultancy is **fifteen (15) months, with an expected start** date in January 2026.

7. REMUNERATION

- A total gross fee plus expenses to the Consulting Team inclusive of all taxes, will be as agreed on and mentioned within the contract based on the financial proposal developed and negotiated cost for this consultancy.

- Expenses will be paid on a reimbursable basis where evidence of expenditure is provided in accordance with the terms and conditions of the contract agreement.
- Payments shall be made in instalments based on key deliverables identified within the contract and agreed on between the CRCBS-AF and the selected Consulting Team.

8. INSTITUTIONAL ARRANGEMENTS

The Consulting Team will be directly supervised by the Basel and Stockholm Convention Regional Centre for Training and Technology Transfer for French-speaking Countries in Africa (CRCBS-AF) with support from National Focal Points, national consultants and national Working Groups in each Project Country.

9. MODE OF WORK

The Consultant will be expected to conduct work virtually from their own location as far as possible. Also, travel between project countries will be required and the expenses incurred from travel (i.e., travel, accommodation, per diem) will be reimbursed by the CRCBS-AF by mutual agreement.

All health-related risks associated with travel, are the Consultant's responsibility likewise any taxes and duties arising from the consultancy.

NOTES:

(i) (ii) The working languages of the GEF 10848 Project are English and Portuguese. As such a bilingual team member is required. Project correspondence, outputs and consultations are expected to be conducted with English/ Portuguese interpretation and translation resources.

All deliverables should be submitted in English and Portuguese where needed.

The ability to communicate in French will be regarded as an asset.

Bidders are also encouraged to use local resources/national assistance wherever possible. Where the Bidder uses the services of one or more sub-contractor(s), the Bidder shall explicitly identify the parts of the ToR where sub-contractors are to be used.