



Expression of Interest (EOI) – (National Individual Consultants)

Introduction

With funds from the European Union Delegation (EUD) to Sierra Leone, NMJD is implementing a two-year project titled: “Civil Society Engagement for Enhancing Transparency and Participation in the Governance of the Mining Sector” in six mining-affected districts across the country. The six districts are: Kono, Kenema, Tonkolili, Port Loko, Bonthe and Moyamba. The goal of the project is to contribute towards creating an inclusive and accountable mineral governance sector in Sierra Leone for national development. NMJD is seeking the services of a consultant to assess the capacities of the Community Development Committees (CDCs) in all the six project districts, identify capacity gaps, develop capacity development support to address the gaps and ensure the CDCs are relevant and effective in performing their roles.

The CDCs were established in accordance with the Mines and Minerals Development Act 2023, which mandates mining companies to sign Community Development Agreements (CDAs) with host mining communities and shall support the development of communities affected by their mining operations through the Community Development Fund (CDF). Mining companies are obliged to pay not less than 1% of their gross-annual earnings into the CDF, which is managed and utilized by the CDCs for and on behalf of the host communities. In addition to managing the CDF, the CDCs are also tasked with the responsibility to organize consultations to identify community development needs, facilitate procurement processes and monitor ongoing projects to ensure value for money. However, the social audit NMJD conducted in 2024 identified some grave shortcomings in the performance of their duties, some of which were blamed on low capacity.

Objectives of the Consultancy

The primary objectives of this consultancy are to:

1. Assess the capacities of the CDCs in the six project districts with regards their mandates, roles and responsibilities, identifying their strengths, weaknesses, and areas where improvement is needed.
2. Support capacity strengthening of the CDCs with the aim of addressing their weaknesses and further improving on their strengths.

Scope of Work

The consultant will be expected to:

1. Conduct a desk review of all relevant laws, policies, regulations, and institutional frameworks relating to the establishment, composition and mandate of the CDCs, including the Mines and Minerals Development Act 2023.
2. Conduct FGDs and key informant interviews with CDC members on their capability and capacity as it relates to their mandate and role as CDCs.
3. Conduct FGDs and/or key informant interviews with members of the affected mining communities on how the CDC members are discharging their responsibilities.
4. Prepare a comprehensive report, clearly identifying the weaknesses and gaps within the CDCs, as well as a capacity strengthening plan to address same.

Deliverables

The following are the deliverables that are expected from the Consultant:

1. Technical proposal outlining methodology, work plan, and timelines for the full implementation of the Consultancy.
2. Prepare a comprehensive assessment report, detailing strengths, weaknesses, capacity gaps, etc., for the review of NMJD.
3. Develop a capacity strengthening action plan for the review and approval of NMJD.
4. Provide capacity building support to the CDCs through training and other capacity building events considered by the Consultant and NMJD as appropriate.
5. Prepare the final Consolidated report incorporating the capacity needs assessment and the capacity strengthening events.

Duration and Timeline

The consultancy is expected to last for a period of 6 weeks, commencing from the date of the signing of the contract. Interested consultants shall provide technical and financial proposal for this consultancy.

Required Qualifications and Experience

The consultant should possess:

1. A degree in Law, Natural Resource Governance, Policy Studies, Financial Management or related field.
2. Proven experience working in mining sector governance and/or organizational assessments.
3. Demonstrated ability to work under tight schedules and with different stakeholders.
4. Excellent analytical, writing, and communication skills.

Expression of Interest Submission

Interested individual consultants are invited to submit:

1. A cover letter expressing interest and demonstrating understanding of the assignment;
2. A technical proposal detailing approach, methodology, and work plan;
3. A financial proposal indicating consultancy fees and expenses;
4. Curriculum vitae (CVs); and
5. Evidence of relevant experience (sample reports or references from previous similar work).

Submissions should be sent electronically or hand delivery to:
The Executive Director,
Network Movement for Justice and Development (NMJD),
10 Nylender Street,
Off Cape Road, Aberdeen,
Freetown.

Email: nmjdsl@nmjdsl.org

no later than 5th November 2025 with the subject line:
"Expression of Interest – Capacity Needs Assessment of the CDCs".

Evaluation Criteria

EOI will be evaluated based on:

1. Relevant experience and expertise
2. Demonstrated understanding of the assignment

3. Quality and clarity of technical approach
4. Financial competitiveness

Contact Information

For inquiries, please contact:

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