

**REQUEST FOR EXPRESSIONS OF INTEREST  
(CONSULTING SERVICES-INDIVIDUAL CONSULTANT)**

**ASSIGNMENT TITLE: CONSULTANCY SERVICES TO CONDUCT AN IMPACT  
ASSESSMENT OF THE AFRICAN COMMISSION ON HUMAN AND PEOPLES'  
RIGHTS**

**Reference No.: AU/ACHPR/001/2018**

# **CONSULTANCY SERVICES TO CONDUCT AN IMPACT ASSESSMENT OF THE AFRICAN COMMISSION ON HUMAN AND PEOPLES' RIGHTS**

## **BACKGROUND**

The African Commission on Human and People's Rights (the Commission) has since its inauguration on 20 November 1987 in Addis Ababa, Ethiopia contributed to the development and growth of the African Human Rights systems, within the spheres of its limited resources. The Commission has also grown overtime, in the execution of its mandate to promote and protect human rights on the Continent; in terms of number of staff as well as in its areas of intervention and collaboration. However, the Commission has not been able to effectively monitor and evaluate the impact of its work overtime due to the absence of a monitoring and evaluation unit equipped with the required staff and resources to do so.

Currently, the work of staff is being assessed at the level of the African Union Commission (AUC) using the AUC standardised staff evaluation processes and procedures.

The establishment and operationalization of the African Court on Human and Peoples' Rights (the Court) also required the Commission to refer and prosecute cases at the Court. This additional function of the Commission vis a vis the marked increase in the volume of work as well as tasks to be carried out makes it necessary for the Commission to assess its impact in order to effectively deliver on this task.

## **OBJECTIVE**

The objective of this project is to enable the Commission assess its impact over the years bearing in mind its expanded areas of intervention with a view to strengthen and enhance the Commission's impact in delivering on its mandate.

## **SCOPE OF THE CONSULTANCY**

The Consultant will be required to utilize appropriate quantitative and qualitative tools and methods to achieve the objectives of the consultancy services. The scope of the consultancy will include:

- Review the structure, activities and working methods of the Commission and the Secretariat;
- Conduct an assessment of the structure of the Secretariat;
- Conduct an assessment of the impact of the work, activities and working methods of the Commission and Secretariat vis a vis its mandate including a literature review of its documents;
- Produce a report of its findings and recommendations on the Assignment;
- Organise a retreat of Commissioners and Secretariat Staff to review and validate the Assessment Report and discuss the working methods of the Commission and Secretariat;
- Develop a Plan of Action for the implementation of the recommendations in the Impact Assessment Report.

## **KEY DELIVERABLES**

- An Impact Assessment Report showing the impact of the work of the Commission and the assessment of the structure and working methods of the Commission and Secretariat;
- Availability of a scientific basis upon which the structure and working methods of the Commission can be reviewed and revamped to enable the Commission to deliver better;
- Information generated on the Commission's areas of strength, best practices and areas for improvement.
- A Plan of Action with time frames for Implementation of the Recommendations.

## **METHODOLOGY**

The consultant shall:

- Be located at ACHPR Headquarters in Banjul and shall work with ACHPR Secretariat and Commissioners;
- Submit to the Secretariat the methodology to be used to conduct the consultancy as well as the work plan indicating timeframes for the assignment;
- Prepare and submit a Draft Report for review and validation by the Commission;
- Organise a validation workshop in collaboration with the ACHPR Secretariat to review and validate the Report of its findings and recommendations and Plan of Action;
- Act as a resource person in the validation workshop for Commissioners and Staff of the Secretariat;
- Prepare a Final Report, which incorporates the observations and comments made to the Draft Report and Plan of Action and submit them to the Secretary to the Commission;
- The Report shall be validated only if it is satisfactory and meets the requirements of the Commission. Thus the Consultant may be required to improve on the Document until it meets the requirements of the Commission.

## **DURATION OF THE CONSULTANCY**

The assignment will last for a period of four (4) weeks according to the following timeframe:

- Three (3) weeks to conduct the Assessment and draft the Report and Plan of Action;
- One (1) week to hold a validation retreat of Commissioners and Staff, incorporate comments and finalise Report and Plan of Action and submit to the ACHPR;
- The Report and Plan of Action should be in both Hard and Soft Copies.

## **ACADEMIC QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED**

An Advanced University Degree in International Law, Political Science or related fields of study from a recognized University with at least 10 years of relevant professional work experience.

## **LANGUAGES**

Proficient in written and spoken English or French is required. Knowledge of other AU working languages would be an added advantage

## EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

- Proven expertise in the African Human Rights System and particularly in the mandate, procedures and working methods of ACHPR;
- Proven experience in conducting Assessment of international and regional human rights judicial and quasi-judicial or similar institutions;
- Experience of multi-stakeholder engagement processes;
- Exceptional presentation and writing skills;

The African Union Commission now invites eligible **Individual Consultants** to send their VCs and indicate their interest in providing the Services. Interested **Individual Consultants** must provide information demonstrating that he/she has the required qualifications and relevant experience to perform the Services. Consulting firms may propose individual consultant, but only the experience and qualifications of individual shall be used in the selection process, and that his or her corporate experience shall not be taken into account, and the contract would be signed with the proposed individual. This Call for Expression of Interest will lead to the preparation of a Short List of consultants. For evaluation of the expressions of interest the following criteria will be applied:

- a) General Education Qualification and Relevant Training (15 points);
- b) Experience Related to the Assignment (85 points);

A Consultant will be selected in accordance with the procedures set out in the Africa Union Procurement Guidelines. Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours Local Time.

CVs should be submitted to the address below (by mail, or by fax, or by e-mail) not later than 15:00 hour's local time, February 22, 2018.

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