



REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES – INDIVIDUAL CONSULTANT)

Name of Project: Harmonizing and Improving Statistics in West and Central Africa - Series of Projects 1 (HISWACA - SOP 1).

Grant No: P178497

Assignment Title: Individual Consultant (IC) to perform the Consultancy services for the Development of a Strategic Document to Strengthen the Capacity of Schools and Centers for Statistical and Demographic Training.

Reference No. ET-AUC-478523-CS-INDV.

1. Background

The African Union Commission (AUC) has received financing from the World Bank toward the cost of Harmonizing and Improving Statistics in West and Central Africa - Series of Projects 1 (HISWACA - SOP 1) and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include Selection of an Individual Consultant (IC) to perform the Consultancy services for the Development of a Strategic Document to Strengthen the Capacity of Schools and Centers for Statistical and Demographic Training.

The African Union (AU) recognizes the critical role of robust statistical and demographic data in driving sustainable development across the continent. Various AU frameworks, including the **Agenda 2063** highlight the importance of strengthening statistical capacities within African countries. Enhancing the capacity of schools and centers that offer training in statistical and demographic analysis is a key element in realizing these goals.

In this context, the AU requires a comprehensive strategic document to guide the improvement and scaling-up of statistical and demographic training across the continent, focusing on building the capacity of schools and centers for statistical and demographic training. This document will ensure that these centers are better equipped to meet the growing demand for skilled professionals in these areas.

2. Objectives of the assignment

The primary objective of this assignment is to develop a strategic document to strengthen the capacity of schools and centers for statistical and demographic training within Africa. The document should have:

1. An assessment of the statistical trainings offered and capacity-building needs of statistical and demographic training schools and centers in Africa;



2. The main challenges and opportunities for effective capacity building;
3. A clear strategic document to strengthen the capacity of schools and operational strategy based on best practices.
4. An action plan integrating modern tools and an adapted pedagogical approach;
5. Key performance indicators and a monitoring framework for the implementation of recommendations.

Expected Results

1. a structured diagnosis of the strengths, weaknesses, opportunities and challenges of statistics and demography training schools;
2. a clear, detailed strategy document, including specific recommendations for improving training in the short, medium and long term;
3. an operational implementation plan, with clearly defined deadlines and responsibilities.
4. A monitoring and evaluation framework incorporating key performance indicators to measure the impact of actions.

3. Deliverables and deadlines

The Individual Consultant is expected to produce the following deliverables within the following indicative timeline:

1. **Methodological report:** A detailed report outlining the methodology to be used to undertake this consultancy and a stakeholder engagement strategy. This should be after the submission of an inception report indicating the work plan with deliverables and timelines.
2. **Needs Assessment and stakeholder engagement report:** A comprehensive report detailing the current status, gaps, challenges and opportunities for strengthening the capacity of training centers.
3. **Draft Strategic Document:** A comprehensive draft of the strategic document, including all proposed strategies, recommendations, and frameworks.
4. **Stakeholders Validation Report:** Feedback from stakeholders on the strategic document
5. **Final Strategic Document:** A final version of the strategic document, incorporating feedback from stakeholders and ensuring alignment with AU documents and policies.

4. Service Term

The Individual Consultant will work remotely with STATAFRIC staff and will provide regular updates according to the agreed timeline. The contract is proposed under the following terms and conditions:



1. The duration of this contract is **two months**.
2. The individual consultant must send an updated C.V. and a methodological note on the understanding of the tasks and the assignment.

5. **Timeframe**

Activity	Deliverables/ Outputs	Anticipated Duration (Days)
1- Define the consultant's approach to delivering the strategic document.	Methodological report outlining the consultant's approach to undertake this consultancy. This should be after the submission of an inception report.	10 days
2- Development of the strategic document	Needs Assessment and stakeholder engagement reports.	10 days
	Draft the strategic document.	20 days
	Present, and discuss the strategic document with stakeholders.	10 days
	In-person meeting with STATAFRIC staff and other stakeholders to present the finalized document.	5 days
	Finalized document.	5 days

6. **Required Qualifications and Experience**

The Individual Consultant (IC) must meet the following qualifications and possess the requisite experience to successfully carry out the assignment;

6.1 **Educational Background:**

- a. A minimum of a master's degree in Statistics, Economics, Demography, Public Administration, Social Sciences, Development Studies, or a related field.

6.2 **Professional Experience:**

- a. At least 10 years' proven professional experience in developing strategic documents and policies, particularly in the field of training.
- b. Demonstrated experience in developing guidelines, standards, or frameworks related to statistical and demographic training programs, curriculum development, and institutional capacity-building.
- c. Solid experience working with academic institutions, national statistical institutions, regional organizations, or international bodies.
- d. Proven track record in conducting assessments, feasibility studies, or evaluations related to statistics capacity building in African countries.



- e. Familiarity with international and continental frameworks, such as the African Union's Agenda 2063, the 2030 Agenda for Sustainable Development and the Second Strategy for the Harmonization of Statistics in Africa (SHaSA II).

6.3 Competencies and Skills:

- a. Strong analytical and problem-solving skills, with the ability to interpret complex data and develop practical, actionable recommendations.
- b. Ability to synthesize and integrate information from multiple sources to develop comprehensive guidelines and tools.
- c. Excellent drafting and report-writing skills, with the ability to produce clear, concise, and policy-oriented documents.
- d. Strong communication and presentation skills, with experience engaging with senior stakeholders, government representatives, and experts.
- e. Experience in facilitating consultations, workshops, and meetings to validate and refine guidelines with diverse stakeholders.
- f. Ability to work independently and manage multiple tasks while ensuring the timely delivery of high-quality outputs.
- g. Capacity to work in a multicultural and multidisciplinary team environment and contribute to a collaborative, results-oriented work culture.

6.4 Language Proficiency:

- a. Proficiency in at least one of the AU languages (Arabic, English, French or Portuguese).

7. Evaluation Criteria

The Candidates shall be evaluated based on the criteria provided below;

Evaluation Criteria	
1. General experience: 10%	Use the general experience indicated in the ToR.
2. Specific experience: 40%	Use the Specific experience indicated in the ToR.
3. Qualifications: 25 %	Use the required qualifications indicated in the ToR.
4. Methodological note: 15 %	



Understanding the assignment.
5. Language: 10 %

The detailed Terms of Reference (TOR) for the assignment are attached to this request for expressions of interest.

The African Union Commission now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Individual Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the aforementioned Consultancy Services.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, revised November 2020 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant selection method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours *i.e. 0900 to 1700 hours*.

Expressions of interest must be delivered in a written form following the above shortlisting criteria to the address below (in person, or by mail) before **28th August 2025** at 15:00 Hours Local Time, Addis Ababa, Ethiopia.

Only submitted Expression of Interests (EoIs) mentioning the reference number “**ET-AUC-478523-CS-INDY**” in the subject field of the e-mail, will be considered.

African Union Commission,
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Terms of Reference

Individual Consultant (IC) to perform the Consultancy Services for the Development of a Strategic Document to Strengthen the Capacity of Schools and Centers for Statistical and Demographic Training

1. Background

The African Union (AU) recognizes the critical role of robust statistical and demographic data in driving sustainable development across the continent. Various AU frameworks, including the **Agenda 2063** highlight the importance of strengthening statistical capacities within African countries. Enhancing the capacity of schools and centers that offer training in statistical and demographic analysis is a key element in realizing these goals.

In this context, the AU requires a comprehensive strategic document to guide the improvement and scaling-up of statistical and demographic training across the continent, focusing on building the capacity of schools and centers for statistical and demographic training. This document will ensure that these centers are better equipped to meet the growing demand for skilled professionals in these areas.

2. Objectives of the assignment

The primary objective of this assignment is to develop a strategic document to strengthen the capacity of schools and centers for statistical and demographic training within Africa. The document should have:

- 1) An assessment of the statistical trainings offered and capacity-building needs of statistical and demographic training schools and centers in Africa;
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- 3) A clear strategic document to strengthen the capacity of schools and operational strategy based on best practices.
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2.1 Expected Results

- 1) a structured diagnosis of the strengths, weaknesses, opportunities and challenges of statistics and demography training schools;
- 2) a clear, detailed strategy document, including specific recommendations for improving training in the short, medium and long term;
- 3) an operational implementation plan, with clearly defined deadlines and responsibilities.



- 4) A monitoring and evaluation framework incorporating key performance indicators to measure the impact of actions.

3. Scope of work

The consultant will be required to:

- 1) **Literature review:** Analyze key AU documents such as Agenda 2063, the African Charter on Statistics, the Data Revolution in Africa and the African Statistical Master Plan (ASMP).
- 2) **Carry out needs assessment:** Examine the existing capacities of all statistical Schools and centers for Statistical and Demographic Training in Africa, with a focus on statistical and demographic training. A questionnaire will be dispatched to these institutions to gather information on gaps in resources, curricula, faculty capacity and infrastructure.
- 3) **Stakeholder engagement:** Hold virtual consultative meetings with key stakeholders namely, STATAFRIC, UNECA, AfDB UNFPA, World Bank, PARIS21 and sampled NSOs.
- 4) **Develop an initial draft:** Develop an initial draft of the strategy, including,
 - a) A detailed assessment of current training capacities and needs.
 - b) Proposed strategies for improving training programs and methodologies.
 - c) Recommendations for infrastructure improvements and faculty development.
 - d) A roadmap for increasing the accessibility and sustainability of training programs, including partnerships and funding sources.
 - e) Operational implementation with clearly defined timelines and responsibilities.
- 5) **A monitoring and evaluation framework** to assess the progress of capacity-building initiatives.
- 6) **Consultative process:** Organize and facilitate a consultative process with stakeholders to validate the draft strategy, ensuring alignment with national, regional and international priorities.
- 7) **Revision and finalization:** Integrate comments and finalize the strategy, ensuring clarity, coherence and practicality for adoption by national statistical institutions.
- 8) **Preparation of the final report:** Prepare a comprehensive final report summarizing the development process, the consultations held and the main recommendations for adoption of the strategy.

4. Deliverables and deadlines

The consultant is expected to produce the following deliverables within the following indicative timeline:

- 1) **Methodological report:** A detailed report outlining the methodology to be used to undertake this consultancy and a stakeholder engagement strategy. This should be after the submission of an inception report indicating the work plan with deliverables and timelines.



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5. Qualifications and Experience

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- b) Demonstrated experience in developing guidelines, standards, or frameworks related to statistical and demographic training programs, curriculum development, and institutional capacity-building.
- c) Solid experience working with academic institutions, national statistical institutions, regional organizations, or international bodies.
- d) Proven track record in conducting assessments, feasibility studies, or evaluations related to statistics capacity building in African countries.
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- a) Strong analytical and problem-solving skills, with the ability to interpret complex data and develop practical, actionable recommendations.
- b) Ability to synthesize and integrate information from multiple sources to develop comprehensive guidelines and tools.
- c) Excellent drafting and report-writing skills, with the ability to produce clear, concise, and policy-oriented documents.
- d) Strong communication and presentation skills, with experience engaging with senior stakeholders, government representatives, and experts.
- e) Experience in facilitating consultations, workshops, and meetings to validate and refine guidelines with diverse stakeholders.
- f) Ability to work independently and manage multiple tasks while ensuring the timely delivery of high-quality outputs.



- g) Capacity to work in a multicultural and multidisciplinary team environment and contribute to a collaborative, results-oriented work culture.

5.4 Language Proficiency:

- a) Proficiency in at least one of the AU languages (Arabic, English, French or Portuguese).

6. Selection criteria

The Candidates shall be evaluated based on the criteria provided below;

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3. <u>Qualifications: 25 %</u>	Use the required qualifications indicated in the ToR.
4. <u>Methodological note: 15 %</u>	Understanding of the assignment and the required tasks.
5. <u>Language: 10 %</u>	

7. Service Term

The consultant will work remotely with STATAFRIC staff and will provide regular updates according to the agreed timeline. The contract is proposed under the following terms and conditions:

- The duration of this contract is **two months**.
- The consultant must send an updated C.V. and a methodological note on the understanding of the tasks and the assignment.

8. Timeframe

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2- Development of the strategic document.	Needs Assessment and stakeholder engagement reports.	10 days
	Draft the strategic document.	20 days



	Present, discuss the strategic document with stakeholders.	10 days
	In-person meeting with STATAFRIC staff and other stakeholders to present the finalized document.	05 days
	Finalized document.	05 days

9. Payment Terms and Milestones

Payments will be made in installments based on the delivery of the following milestones:

No	Activities and deliverables	Remuneration Percentage
1.	Methodological report outlining the consultant's approach to undertake this consultancy. This should be after the submission of an inception report.	10%
2.	Needs Assessment and stakeholder engagement reports.	10%
3.	Draft the strategic document.	40%
4.	Present, discuss, and finalize the harmonized guideline outline and data collection.	10%
5.	Debrief meeting with STATAFRIC staff about guideline outline and data collection.	10%
6.	Finalized strategic document.	20%