



## TERMS OF REFERENCE

### Overview

#### Recommendations for MAVA approach to engage and support Young Leaders during its 2016-2022 Strategy for sustaining conservation actions

##### 1. Background

MAVA Foundation is a family-led, Swiss-based philanthropic foundation with an exclusive focus on the conservation of biodiversity. MAVA is active in through 4 programmes: Mediterranean Basin, Coastal West Africa, Switzerland and Sustainable Economy. MAVA approach to grant making is reflected in its 4 values: *Unifying*: (Gathering the relevant key players to address biodiversity conservation challenges and mobilising support for conservation action), *Empowering* (MAVA is convinced that nature conservation projects can only be successful if rooted locally, respecting local cultures and building the capacity of local organisations), *Flexible* (With its ability to mobilise funds, rapid decision-making, and understanding of the need for adaptive management, MAVA is an agile player able to fund innovative initiatives), and *Persevering* (MAVA has built its credibility and strength by being a trusted partner for conservation organisations. We aim for effective long-term conservation successes with delivery of tangible results at key milestones).

MAVA Foundation is now launching its 2016-2022 strategy, which will be its last strategic cycle. The lifecycle of the foundation means that MAVA will phase out its funding to all partners by 2022. The timing for phasing out will vary for each partner and will depend on a number of factors, most notably the role the partner plays in contributing to the 2016- 2022 strategy.

With this in mind, MAVA gives a strong importance to identify, assist and support leaders by 2022 who will carry on and multiply nature conservation actions in the future. Strategically, and with a long term vision, we will focus on *Young leaders* (YL)<sup>1</sup>: young people engaged and able to carry out their actions for nature conservation long after 2022. To avoid dispersal and to ensure the impact of our actions, we will focus on Young Leaders who has a strong connection with our programs conservation objectives, in particular in MAVA geographic areas. Awareness of children and teenagers particularly through environmental education is not a target of this strategy.

MAVA's objective with its Young Leader's strategy is triple: 1) identify and provide to Young Leaders the opportunity to improve their training; 2) ensure that they can grow up professionally by 2022, and finally 3) ensure that the conditions for professional development of Young Leaders will carry on after 2022 for allowing other Young Leaders to arise.

MAVA foresees doing several leverage actions to reach these objectives:

- 1) Training,
- 2) Integration and accompanying of YL in organisations working for environmental protection,
- 3) Strengthening leadership capacities of youth by supporting and promoting their initiatives,
- 4) Connecting these YL for fostering collaborations and networking.

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<sup>1</sup> Usually under the age of 35 years old, with an academic training (BA in environment, geography, economy etc.), vocational training or a key role within a community. They have in particular a strong willpower / desire to take up nature conservation challenges.



In this context, MAVA wants to have an overview of the good practices as well as a panorama of existing initiatives that support, engage and promote Young Leaders (in particular in its priority areas of intervention). This should lead to recommendations to help MAVA define its niche and the main components of its strategy for the development and support of Young Leaders. Given MAVA time frame, MAVA will favor building links with existing initiatives, without excluding other paths.

## **2. Objectives of the Consultancy**

The objective of this consultancy is to help MAVA to fine-tune its strategy for supporting Young Leaders engagement and actions in the framework of the implementation of its 2016-2022 strategy.

A first section of the study will be a synthesis of the latest knowledge about young leadership and best experiences to identify, strengthen and support leadership capacities among young generations, from the specific point of view of a donor (“engaged donor”), and with a specific focus on experiences relevant for MAVA priority areas (West Africa, Mediterranean Basin and Switzerland with also the thematic angle: sustainable economy). This panorama should not be limited to the environmental field, but include also initiatives in the social sector as there is a value in building bridges.

In particular, this study will:

- Document and confirm the different factors that can help to support Young Leaders in MAVA regions and what are the challenges.
- Summarise the latest knowledge and relevant experiences about identifying and strengthening Young Leaders that are relevant to MAVA context and geographic regions (with a focus on partners that MAVA already work with or have relation with). Provide for each relevant experiences the strongest and weakest features.
- Look deeper in what kind of activities MAVA could implement and what leverage MAVA could use to support Young Leaders.
- Provide a critical view or opinion on activities already identified by MAVA to stress their strengths and weaknesses.
- Elaborate recommendations and guiding principles for MAVA approach to support Young Leaders in the framework of its 2016-2022 Strategy.

## **3. Scope of the study**

MAVA regions: West African & Mediterranean Regions and Switzerland and best initiative worldwide.



#### 4. Methodology

The consultant will do a compilation of existing knowledge (literature) and interview a range of relevant institutions and individuals. The list of interviewees will be developed in collaboration with MAVA staff. Around 15-20 interviews should be expected.

To the extent possible, the study will integrate views of Young Leaders of MAVA areas of intervention.

#### 5. Expected product

The expected product is a report of about 15 pages (+ appendices), in English that will include:

- Summary (max 2p)
- Analysis of the different factors that can help to support Young Leaders in MAVA regions and the challenges
- Analysis of what others institutions / NGOs / Donors (in particular foundations) are successfully implementing (or have implemented) to support and engage with Young Leaders (with an idea of budget and capacity needed)
- Recommendations for MAVA to determine its niche (based on the first approaches already identified by MAVA) and recommendations on relevant activities to be implemented for supporting Young Leaders in order to ensure sustainability of conservation actions in its geographic areas.
- Appendices (sources, main relevant ressources about collaborative structures...)

The report is intended to be used internally by MAVA.

#### 6. Duration and timeline

The contract is expected to start in September 2016. A first draft of the report is expected for October 31<sup>st</sup>. The final version is expected for November 20<sup>th</sup>.

#### 7. Required profile

This consultancy is supposed to be carried out by a consultant, or team of consultants. The consultant(s) will combine the following skills:

- In depth knowledge and experience with Young Leaders engagement and strengthening their leadership capacities,
- Practical experience with civil society and encouraging young involvement and responsibility
- Experience in the Mediterranean Basin and West Africa a plus,
- Experience with donors to set up actions for supporting Young Leaders actions and capacities a plus,
- Fluency in English and French.

#### 8. Application process

Consultants interested in the project are asked to send a proposal, specifying the approach to be taken and cost details, with CV attached showing previous experience in the topic.

A technical proposal and a financial proposal has to be send to [shalini.joseph@fondationmava.org](mailto:shalini.joseph@fondationmava.org) by **August 28<sup>th</sup>, 2016**.