

Terms of Reference National consultant – EFI Kenya

Assignment title: ESG Due Diligence Advisor

Contract duration: from Jan 15th2025 to June 30th, 2025

Duty station: Home Based: Don Bosco Prototyping Centre and Babadogo production hub, Kenya.

Travel: Local travel required.

Background

The ITC Poor Communities and Trade Programme (PCTP) and its Ethical Fashion Initiative (EFI) reduces global poverty by enabling micro-entrepreneurs from the developing world in international and regional trade. The Programme supports marginalized communities of micro-entrepreneurs to become part of the international fashion value chain through a bespoke business infrastructure around a unique system of work that enables these communities – mostly women – to thrive in association with the talents of the fashion world. EFI works by creating a permanent linkage between the market and micro-producers, a link harnessed through social enterprises that run production and trade hubs. The four key stakeholder groups of this model are, consumers, buyers and businesses in the lifestyle sector, social enterprise running centralized production hubs and artisan micro-entrepreneurs grouped in legal entities.

The Agency of the Italian Development Cooperation (AICC) and the International Trade Centre (ITC) are working together on an ambitious project Designing the Future, a Green and Inclusive Fashion Ecosystem for Kenya. EFI follows a management logic based on Environmental Social and Governance Due diligence System (ESG), encompassing a suite of tools to enable supply chain actors in the fashion value chain, to share principles of sustainable, fair and just work for all. ESG assists businesses to create and manage equitable and sustainable value chains and provide a foundation of business ethics and a set of tools to construct value chains that are socially and environmentally sustainable. The system leverages the existing set of tools as well as those created by EFI to enable all value chain actors to manage their production activities in an ethical and sustainable manner. There are tools for each component of ethical trade. ESG stresses partnership, shared responsibility, and co-creation in defining the steps that each value chain actor must take to deliver an ethical fashion or lifestyle product.

Description of Duties/Responsibilities

Under the overall and direct supervision of the Poor Communities and Trade Programme (PCTP)'s Senior Programme Adviser, the consultant will perform the following tasks:

- Implement the recommendations of the advisory board on ESG.
- Brief coordinate and train the local SE and group leaders on ESG.

- Conduct assessments of social and environmental sustainability along the full length of EFI supply chain in Kenya.
- Carry out relevant track and tracing mechanisms of value chains.
- Draft related reports, including recommendations.
- Ensure compliance with the local regulations – Workshop registration and registration with OSH and DOSH.
- Conduct baselines to new organisations to the EFI network in Kenya
- Carry out regular impact assessments
- Outline clear ESG targets for 2025.

Skills

- A people skills
- Good analytical skills;
- Capacity to synthesise a large amount of information and complex data;
- Pro-active and initiative-driven behaviour;
- Knowledge in assessing fair labour conditions in the fashion industry;
- Excellent interpersonal, presentation, written and oral communication skills.

Education

- Graduate degree (MA/MSc/MBA, or other)
- Degree in related humanities.
- Extensive and relevant experience in impact assessment in the context of community development may be accepted in lieu of the university degree.

Experience

Required Experience: 2 years

Other experience required:

- Experience working in development context in Kenya;
- Experience in working in the artisan sector;
- Experience with coordinating and leading groups is an added advantage.

Language

Advanced knowledge of English and Kiswahili.

Knowledge of other local languages is an added advantage.