



# Upstream Market Readiness Consultant for USAID Project on responsible gold mining, Eastern DRC: Terms of Reference

## CONSULTANCY OVERVIEW

Keywords	DRC, artisanal gold mining, market readiness, exporters, cooperatives, due diligence
Duration	April to June 2023 (approximately 3 months)
Location	Various locations in Eastern DRC, based out of Project office (currently Goma)
Remuneration	Competitive, based on experience
Framework	This consultancy operates as part of <a href="#">USAID’s Zahabu Safi (Clean Gold) Project</a> (the Project). Levin Sources is part of a consortium, led by US NGO Global Communities, to implement USAID’s Zahabu Safi (Clean Gold) Project.

## PURPOSE

The purpose of this consultancy is to add additional capacity to the local team’s ability to create, manage, and steer relationships between potential responsible gold<sup>1</sup> supply chain actors (especially cooperatives) and the Project team.

The consultant will proactively seek out and assess potential new cooperatives and work with the Project team to bring them on board as Project partners. Working closely with the local team, they will recommend next steps in terms of engagement and corrective actions. Once the Project team is confident of an actor’s potential, the consultant will lead the Project’s engagement with them, moving them towards participation in responsible gold supply chains. This process should include analysis to establish their market readiness and plan for achieving it.

This consultancy strengthens the Project’s capacity to conduct initial due diligence on upstream actors. It will do so by supplementing the on-the-ground team’s local capacity building of cooperatives and building upon previous due diligence capacity provided through previous consultancies. It does not replace the need for supply chain actors to be responsible for carrying out their own due diligence as part of their obligations to operate within local and international regulation and standards.

The consultant must be fluent in French. A knowledge of local languages (especially Swahili) is an advantage. They should be willing to spend most of their time travelling Eastern DRC, based out of the Project office (currently Goma), bearing mind practical and logistical limitations due to the current security situation.

## SCOPE OF WORK

The consultancy will last for approximately three months and be structured around three distinct stages, each subject to checkpoints where the priorities and expectations around deliverables are reviewed and subject to change. These three stages represent a first ‘pilot’ phase which, if successful, could be extended and developed into future phases where the engagement focus will shift from cooperatives to exporters.

### **Stage 1 – Preliminary assessment of existing upstream actors’ readiness (April to May 2023)**

Activity	Indicative timeline
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<sup>1</sup> Responsible gold refers to responsibly sourced artisanal-mined gold from Eastern DRC



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Onboarding, prereading, and introductions to the Goma and international team	Wk 1
Introductions to existing supply chain actors, especially those closest to export	Wk 1
Complete high-level market readiness assessments for and make initial recommendations to those closest to export (building on existing work)	Wks 1-2
Closely steward, build relationships, and plan corrective actions for those closest to export (cooperatives and exporters) and their logistical supporters (banks, insurance, transport, storage, and security).	Wk 2 onwards
Where necessary, support Global Communities by developing plans to make allies of supply chain enablers (landowners, chefs de terre / customary authorities, permit holders, non-state actors, etc.) and bring them into the Project's orbit.	Wk 4 onwards
Update high-level market readiness assessments and recommendations for those closest to export (update every 4 weeks or whenever a significant change is reported)	Wks 6-8

## Stage 2 – Identifying and profiling potential new cooperatives (April to June 2023)

Activity	Indicative timeline
Identify and connect new cooperatives to the Project (working with Global Communities local team and using information gathered from the network and conversations)	Wk 3 onwards
Recommend to the Project team which cooperatives are closest to being able to sell responsible gold based upon their capacity and pre-existing resources.	Wk 3 onwards
Create (and/or build upon existing publicly available) database of exporters (and their demand for responsible gold) and cooperatives (and their production volumes of responsible gold).	Wk 9 onwards

## Stage 3 – Comprehensive upstream readiness assessments and due diligence (May to June 2023)

Activity	Indicative timeline
Complete a site assessment (using tool template provided, plus <a href="#">Ministry of Mines' Certification Manual for the CTC standard</a> <sup>2</sup> .) for each <b>newly selected cooperative</b> . These Projects will have been selected by the Project's Senior Leadership Team following preliminary assessments.	Wk 5-7
Make recommendations for how cooperatives can comply with OECD due diligence guidance and overcome pre-financing gaps	Wk 5-7
Conduct gap analyses (assessment criteria provided) between ideal and actual picture of <b>selected exporters</b> (selected by the Senior Leadership Team following preliminary assessments)	Wk 8-10

## Team Structure

The Consultant will:

- Report directly to the Market Linkages Director and be managed by the Programme Manager (both based in the United Kingdom).

<sup>2</sup> The political dimension to these recommendations will be provided by Global Communities. However, it is expected that the consultant will have a sound understanding of the political-economic drivers impacting upon the cooperatives.



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- Provide support (including leadership where necessary) to the local team to ensure their existing approach contributes to upstream readiness.
- Depending on the consultant's country of residence, contracting and payments will be managed by either Levin Sources or Global Communities. Whilst in country, the consultant will be under the duty of care of Global Communities.

## APPLICATION

### *Qualification and Skills*

- Previous experience working with artisanal 3TG upstream supply chain actors in DRC.
- In-depth knowledge and understanding of 3TG gold value chains originating from Eastern DRC.
- Proven ability to coordinate and collaborate with several different stakeholders in parallel (including Congolese market actors and international consortium members).
- Highly skilled at market readiness assessments; proven ability to deliver assessments of environmental, social, and governance risks against regulatory frameworks and international standards.
- Fluency in oral and written English and French is required. Basic knowledge of Swahili is desirable.

### *Process*

All Applicants must submit an Expression of Interest (Eoi), not to exceed 4 pages by 23:59 (GMT) on Sunday 26 March. The Eoi must include:

- A cover letter that includes:
  - brief proposed approach to completing this assignment.
  - a breakdown of estimated level and effort and costs, noting that we expect this consultancy to require the majority of the Consultant's time over the three-month period.
- A CV, including a description of qualifications and/or relevant experiences.