

# **TERMS OF REFERENCE (ToR) FOR CONSULTANCY SERVICES FOR CARRYING OUT A FEASIBILITY STUDY AND THE DESIGN OF A GREEN PARK IN LUFUKA-MPANGA CENTRAL FOREST RESERVE WITHIN MPIGI TOWN COUNCIL**

## **1. INTRODUCTION**

### **1.1 Background**

Lufuka which is located in Mpanga Central Forest Reserve within Mpigi Town Council, is an ecologically important wetland section that supports biodiversity, regulates local hydrology, contributes to water purification, buffers flooding, and provides ecosystem services that benefit adjacent communities. Managed by the National Forestry Authority (NFA), the forest is characterised by rare tree species (including Ficus, Mahogany and Celtis), rich primate populations, butterflies and diverse birdlife such as Grey Parrot, hornbills, owls and turacos. The forest has the potential to support eco-tourism activities including bird watching, forest trails (butterfly, family, hornbill and baseline trails), nocturnal walks and accommodation facilities

Meanwhile, Mpigi Town Council lies along the Kampala–Mpigi corridor where urbanization and infrastructure development are rapidly expanding, increasing pressure on natural ecosystems but also creating opportunities for nature-based tourism and green urban infrastructure. Over time, the wetland section of the forest has especially experienced significant degradation driven by unsustainable brick making, natural vegetation loss, encroachment, and hydrological disruption. These pressures have further led to habitat loss, reduced wetland functioning, increased erosion and sedimentation risks, and declining ecosystem service delivery.

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The Government of Uganda, with financial support from the World Bank under the broader GKMA-UDP, intends to restore the wetland through establishment of a green park. Restoration activities will include but not limited to; ecological zoning, hydrological rehabilitation and rewetting, restoration planting and afforestation, biodiversity enhancement, and structured community engagement. In addition to restoration actions, the Government proposes the establishment of a Green Park within designated buffer and transition zones as a nature-compatible facility that supports eco-education, conservation awareness, and controlled recreation while maintaining strict protection of core wetland functions. The purpose of this assignment is to procure the services of a competent consultancy firm to deliver a complete, implementable Green Park design package

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### **1.2 Project Description**

#### **1.2.1 Overview of the Proposed Green Park**

The proposed Green Park is a restoration-supporting, low-impact development within the wetland's buffer and transition zones. The park is intended to function primarily as an environmental education and conservation awareness facility, with controlled visitor access and non-intrusive infrastructure that complements the wetland restoration program. The park will not be designed as an extractive or high-intensity recreational facility; instead, it will prioritize habitat sensitivity, nature-based solutions, and ecological integrity.

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Establishment of a Green Park in Lufuka-Mpanga CFR is envisaged as a flagship initiative to:

- Enhance conservation and climate resilience of the forest ecosystem.

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- [Provide regulated eco-tourism and recreation facilities for residents and visitors.](#)
- [Generate local employment and green enterprises in line with national development priorities.](#)

[Overall, a feasibility study is required to determine the technical, environmental, social, institutional and financial viability of the proposed Green Park and to identify a bankable implementation model, potentially including public-private partnerships \(PPP\) in line with Uganda's feasibility study and PPP guidelines.](#)

### **1.2.2 Key Components of the Green Park**

The Green Park is expected to include features such as raised boardwalks and nature trails, bird-watching and observation platforms, interpretive signage and eco-learning areas, designated rest points, controlled entry and circulation routes, and nature-compatible sanitation solutions where feasible. The park may include a small interpretation/information point and simple visitor shelters designed with minimal footprints. Landscaping and restoration planting should emphasize indigenous wetland and riparian species and stabilization measures suited to wetland ecotones. All structures and amenities must be designed to withstand wet conditions and periodic inundation, maintain natural drainage and flow paths, and avoid permanent hydrological barriers.

### **1.2.3 Location and Area of Influence**

The project location falls within the Mabamba Ramsar site in Mpigi Town Council. The area of influence for assessment shall include (i) the immediate Green Park footprint and ancillary areas such as access points, staging areas, and borrow/disposal sites if any; and (ii) the wider hydrological and ecological catchment influence area likely to experience changes in water movement, visitor pressure, or habitat use. The Consultant shall confirm boundaries during inception and scoping based on ecological sensitivity, hydrological connectivity, and social use patterns.

## **2. OBJECTIVE**

### **2.1 General Objective**

[To assess the feasibility of developing a Green Park within Lufuka-Mpanga Central Forest Reserve in Mpigi Town Council and to propose an optimal design, management and financing model that is environmentally sustainable, socially inclusive and economically viable.](#)

### **2.2 Specific Objectives**

The specific objectives of the assignment are to:

1. [Characterise the biophysical, ecological and socio-economic baseline of the Lufuka-Mpanga CFR area proposed for the Green Park.](#)
2. [Identify and analyse potential Green Park development options \(zoning, facilities, activities\) consistent with conservation of the forest ecosystem and NFA eco-tourism standards and guidelines.](#)

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3. Assess environmental and social risks and opportunities and propose appropriate mitigation and enhancement measures in line with Ugandan laws and international safeguard standards.
4. Analyse demand, market potential and revenue-generation opportunities for eco-tourism and recreation services within the Green Park.
5. Prepare technical and conceptual designs for the preferred development option, including park layout, infrastructure concepts and phasing.
6. Undertake financial and economic analysis of the preferred option and propose a viable business and financing model (including PPP options where appropriate).
7. Propose institutional, governance, operations and maintenance arrangements, including roles of NFA, Mpigi DLG, Mpigi Town Council, communities and private sector.
- 4-8. Develop an implementation roadmap, including investment plan, risk management framework and monitoring indicators.

### 3. SCOPE OF WORK AND TASKS

#### Task 1: Inception and Desk Review

- Hold an inception meeting with the Client (Mpigi Town Council/NFA/Line Ministry) to clarify expectations, scope, stakeholders and logistics.
- Review relevant documents, including:
  - ✓ National Forestry and Tree Planting Act, National Environment Act, Physical Planning laws and regulations.
  - ✓ NFA eco-tourism standards and guidelines.
  - ✓ Mpigi Town Council development plans
  - ✓ National and sectoral policies on tourism, environment, climate change and green growth.
  - ✓ Any existing studies or proposals for Mpanga CFR and surrounding areas.
- Prepare an Inception Report detailing methodology, work plan, tools and stakeholder engagement plan

#### Task 2: Situational Analysis/Baselines Assessment

The baseline studies shall serve to help understand current environmental, social and economic conditions in and around the proposed Green Park area, providing the reference point against which project options, impacts and performance will be evaluated. The Consultant will compile and analyse information on the physical and ecological characteristics of Lufuka-Mpanga CFR and its surroundings, as well as community livelihoods, forest use patterns and supporting infrastructure, using a combination of field surveys, spatial analysis and stakeholder consultations

##### 4-a) Biophysical and Ecological Baseline

Overall, the biophysical and ecological baseline will provide an integrated picture of the existing natural environment within the proposed Green Park area, focusing on the state and functioning of key physical and biological receptors. It will document land cover, forest types, soils, topography, hydrology and habitat conditions, as well as the diversity, conservation status and

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spatial distribution of flora and fauna, to establish a clear reference point for assessing potential impacts and conservation opportunities associated with the Green Park.

- Delineate the proposed Green Park area using GIS, mapping existing land cover, forest types, sensitive habitats and key ecological features.
- Characterise flora and fauna, focusing on conservation-significant species (e.g. primates, birds, butterflies, rare tree species) and ecological corridors.
- Assess soils, topography, hydrology, drainage patterns and any wetlands/water bodies influencing park design

#### **b) Socio-economic and Cultural Baseline**

The socio-economic and cultural baseline will describe the current characteristics of communities living in and around Lufuka-Mpanga CFR, providing the basis for understanding how they may be affected by, and benefit from, the proposed Green Park. It will profile population, livelihoods, land and resource use, access to services, vulnerability and cultural values attached to the forest, using surveys, key informant interviews and participatory consultations to capture local perspectives, social dynamics and culturally significant sites or practices.

- Profile neighbouring communities (livelihoods, dependence on forest resources, cultural values attached to the forest).
- Identify current uses of the forest area (tourism, fuelwood, grazing, NTFPs) and existing facilities (trails, bandas) within Mpanga CFR.
- Map existing and planned infrastructure (access roads, power, water supply, ICT connectivity) that may support the Green Park

#### **Task 3: Legal, Policy and Institutional Analysis**

Through the legal, policy and institutional analysis, the consultant will review the regulatory environment and governance arrangements relevant to establishing a Green Park in Lufuka-Mpanga CFR, ensuring that the proposed project is fully aligned with applicable requirements and mandates. They will examine the hierarchy of national laws, regulations, policies and guidelines, as well as the roles of key institutions at national and local levels, to identify opportunities, constraints and any gaps that need to be addressed in the project design and implementation arrangements. The Consultant will:

- Analyse statutory status of Lufuka-Mpanga CFR, including gazettement boundaries, permitted uses and restrictions.
- Review applicable national legislation and regulations: forestry, wildlife, environment and ESIA, land, tourism, local government, cultural heritage and occupational health and safety.
- Identify institutional mandates of NFA, Mpigi DLG and Mpigi Town Council, Uganda Tourism Board and line Ministries and implications for park development and management.
- Identify any gaps/conflicts and recommend how they should be addressed in the project design.

#### **Task 4. Market and Demand Analysis**

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This sub-section provides an overview of the analytical work required to assess potential demand for the Green Park and its market positioning. Under the market and demand analysis, the Consultant will assess whether there is sufficient and sustainable visitor demand to justify investment in the proposed Green Park and to inform its product mix and positioning. They will examine current and projected tourism flows in the wider Kampala–Mpigi catchment, identify target visitor segments, analyze competing and complementary attractions, and explore pricing and service options in order to define the Green Park’s market niche and revenue potential. This task will;

- Analyze current and potential tourism and recreation demand for nature-based attractions within 1–2 hours of Kampala and along the Kampala–Mpigi corridor, referencing comparable regional park and eco-tourism initiatives.
- Identify target visitor segments (domestic tourists, school groups, international visitors, local residents) and estimate visitor numbers under different scenarios.
- Assess competing and complementary sites (other forest reserves, recreation parks, cultural sites) and identify Mpanga’s unique selling points.
- Propose service packages and pricing options (entry fees, guided tours, accommodation, events, concessions).

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#### **4.5 Task 5: Development Options and Conceptual Design**

This sub-section provides an overview of how alternative development options will be generated, assessed and translated into a preferred conceptual design. The Consultant will identify, compare and refine alternative ways of structuring the Green Park so that conservation objectives, visitor experience and financial viability are optimally balanced. They are expected to generate a set of realistic development scenarios with varying levels of investment and facilities, translate these into indicative layouts and infrastructure concepts, and select a preferred option in consultation with stakeholders to guide subsequent detailed design and costing. Under this task, the Consultant will;

- Define planning principles and zoning for the Green Park, ensuring strict protection of core conservation zones, buffer areas and intensive use zones.
- Develop at least three development options with different levels and types of investment, for example:
  - Option 1: Low-impact eco-trail and education-focused development.
  - Option 2: Medium-level eco-tourism with additional recreation and interpretation facilities.
  - Option 3: Expanded eco-tourism hub with stronger PPP involvement.
- For each option, the Consultant shall outline:
  - Park layout and zoning (maps, sketches).
  - Infrastructure and facilities (visitor centre, trails, boardwalks, viewing platforms, picnic areas, eco-lodges/bandas, camping sites, parking, sanitation, water and power).
  - Nature-based and cultural activities (birding, guided walks, educational tours, community crafts, events).
- Select a preferred option in consultation with stakeholders and develop a more detailed conceptual design including typical drawings, phasing and cost estimates.

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#### 4.6 Task 6: Environmental and Social Assessment

This task entails activities to identifying, assessing and managing environmental and social risks and opportunities linked to the project. The Consultant will thus identify, predict and evaluate the potential positive and negative impacts of the proposed Green Park on the biophysical environment and on surrounding communities, and will recommend appropriate mitigation and enhancement measures. The Consultant will apply recognized ESIA principles and steps (screening, scoping, alternatives analysis, impact assessment and management planning) to integrate environmental and social considerations into project design and to produce a practical Environmental and Social Management Plan for implementation and monitoring. This task will:

- Screen environmental and social risks and impacts of the proposed Green Park in line with the National Environment Act and, where relevant, international safeguard frameworks (e.g. World Bank ESF for similar projects in Uganda).
- Analyse potential positive impacts (including conservation, climate resilience, livelihood opportunities, environmental education) and negative impacts (habitat disturbance, waste management, cultural impacts, restriction of access).
- Propose mitigation and enhancement measures, including:
  - ✓ Environmental management measures (zoning, visitor carrying capacity, waste and wastewater management, noise and light control, nature-friendly construction).
  - ✓ Social measures (benefit-sharing, community participation, grievance redress, livelihood support, gender and youth inclusion).
- Prepare an Environmental and Social Management Plan (ESMP) with clear actions, responsibilities, costs and monitoring indicators.

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#### 4.7 Task 7: Financial and Economic Analysis

The financial and economic assessment potentially determine the viability and value-for-money of the preferred development option. This analysis will determine whether the preferred Green Park development option is commercially viable for investors and operators and economically justified from a wider societal perspective. The consultant will estimate capital and operating costs, project and test revenue streams, apply standard investment appraisal tools (such as cash-flow analysis, NPV, IRR, payback period) and, where relevant, assess PPP bankability in line with Uganda's PPP feasibility guidelines, while also valuing broader economic benefits such as jobs, local enterprise development and ecosystem services. To that effect, the Consultant will:

- Estimate capital investment costs (infrastructure, facilities, equipment, start-up costs) for the preferred option, including phasing.
- Project operating and maintenance costs over at least 10 years.
- Develop revenue projections based on realistic demand scenarios and proposed pricing (e.g. entrance fees, concessions, accommodation, events).
- Undertake financial analysis (cash flows, NPV, IRR, payback period) and sensitivity analysis for key variables.
- Conduct an economic analysis, identifying incremental benefits such as employment, local enterprise development, ecosystem services and tourism receipts.
- Recommend in addition to the current financing arrangement under the GKMA-UDP, a viable business and financing model (e.g. public provision, PPP, concession/lease

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arrangements, community-based management, blended finance) in line with national PPP feasibility guidelines.

#### **4.8 Task 8: Institutional, Governance and Operations Framework**

This task entails activities meant define institutional roles, governance structures and operational arrangements for the proposed Green Park. This will define how the Green Park will be owned, governed and managed on a day-to-day basis, and how different actors will work together to deliver its objectives. It will clarify the respective roles and responsibilities of Mpigi District Local Government, NFA, Mpigi Town Council, central government agencies, private partners and communities, propose suitable governance and decision-making structures, and outline key operational policies and procedures needed to ensure effective, transparent and sustainable park management. The Consultant will therefore:

- Propose an institutional arrangement for development and management of the Green Park, indicating roles of:
  - NFA as forest manager and custodian.
  - Mpigi District Local Government as a local planning authority and Mpigi Town Council as the immediate partner.
  - Central Government MDAs (tourism, environment, local government).
  - Private sector partners and community organisations.
- Recommend governance structures (Steering Committee, Park Management Unit, community advisory groups).
- Propose operational policies and procedures for:
  - Access control and visitor management.
  - Safety, security and emergency response.
  - Environmental and social management.
  - Concession management and revenue sharing.

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#### **4.9 Task 9: Implementation Roadmap**

The implementation roadmap will translate the preferred Green Park development option into a phased, actionable plan that clearly sets out what needs to be done, when, by whom and with what resources. The Consultant is therefore required to organize priority interventions into short-, medium- and long-term phases, define key milestones, responsibilities, procurement steps, risk mitigation measures and monitoring indicators, and thus provide a practical guide for coordinated and timely execution of the project. Under this component, the key expectations are to:

- Prepare a phased implementation plan (short, medium and long term) with key activities, milestones and responsibilities.
- Develop a procurement and contracting plan aligned with Government of Uganda procedures (e.g. sequencing of detailed design, works, concessions).
- Prepare a risk assessment and mitigation plan (technical, environmental, social, financial, institutional, market and climate-related risks).
- Propose a monitoring and evaluation framework, including key performance indicators for conservation, visitation, financial performance and community benefits.

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#### **5. Task 10: Stakeholder Engagement**

This section provides an overview of the stakeholder consultation and participation processes to be undertaken during the study. Under this specific component, efforts shall be aimed at ensuring

that the views, knowledge and concerns of all relevant actors are systematically integrated into the design and feasibility of the proposed Green Park. It will identify and engage key stakeholders such as communities, traditional and religious leaders, local and central government entities, NFA, private sector and civil society, and will use structured consultations and feedback mechanisms to build ownership, reduce social risks and strengthen the project's legitimacy and long-term support. The consultant shall in coordination with Mpigi DLG therefore;

- Identify key stakeholders including NFA, Ministry of Kampala Capital City and Metropolitan Affairs, Mpigi Town Council, local communities, cultural and religious institutions, tourism operators, schools, NGOs and development partners.
- Prepare and implement a Stakeholder Engagement Plan describing method (interviews, focus group discussions, community meetings, validation workshops), timing and feedback mechanisms, guided by best practices used in regional park feasibility studies.
- Document stakeholder inputs and show how they have informed development options and the preferred design.

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## **6. Deliverables**

The deliverables will comprise a structured set of reports, presentations and data packages that document the findings of the feasibility study and provide a sound basis for decision-making on the Green Park project. They will cover the full cycle from inception (methodology and work plan), through baseline and options analysis, to the draft and final feasibility reports, stakeholder validation outputs and accompanying GIS, financial and other technical datasets needed for subsequent detailed design and financing processes.

The Consultant shall submit the following deliverables in both hard and electronic copies:

I. **Inception Report** (within 2 weeks of contract signature). The inception report shall entail the following components;

- Refined understanding of the assignment.
- Detailed methodology, tools and work plan.
- Stakeholder engagement plan.

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II. **Situational Analysis Report.** This shall cover the baseline ~~Baseline~~ and Options assessment aspects. The primary components will include the following:

- Biophysical, ecological and socio-economic baseline.
- Legal and institutional analysis.
- Market and demand analysis.
- Description and preliminary assessment of development options (with maps and cost ranges).

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III. **Draft Feasibility Study Report**

- Consolidated technical, environmental, social, institutional, financial and economic analyses.

- Detailed conceptual design and Green Park Master Plan for preferred option (layouts, typical drawings, phasing), a -detailed landscape and infrastructure design, bill of Quantities and cost estimates.

- ESIA and inherent components including ESMP and summary environmental and social assessment.
- Business and financing model, including PPP/partnership options.

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#### IV. Validation Workshop

- Presentation of key findings and proposed development option to stakeholders.
- Workshop proceedings report capturing feedback and agreed revisions.

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#### V. Final Feasibility Study Report

- Revised report incorporating feedback from the Client, NFA and stakeholders.
- Executive Summary suitable for decision makers and potential financiers.
- Implementation framework

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#### VI. GIS and Data Package

- Spatial datasets (shapefiles, geodatabases), maps, photographs and survey tools used.
- Editable versions of financial models and analysis spreadsheets

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### 7. Duration of the Assignment

The assignment is expected to be completed within a period of approximately 4.5 (four and a half months) months from contract signature, with an indicative schedule as follows:

- Inception and desk review: 2 weeks.
- Baseline assessments and stakeholder consultations: 6 weeks.
- Options analysis, design and financial/economic analysis: 6 weeks.
- Draft reporting, validation and finalisation: 4 weeks.

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### 4-5. TEAM COMPOSITION AND QUALIFICATIONS

The Consultant is required to provide a detailed explanation in their technical proposal regarding the proposed technical approach and deployment of appropriate expertise for the successful execution of the assignment. The Consultant should thoroughly review the scope of work and

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propose a competent team equipped with the necessary skills, experience, and resources to carry out the assignment effectively, noting that a significant portion of the work will be conducted in the field. The Consultant is expected to present a clear staffing schedule indicating which personnel will be responsible for each specific activity. Additionally, a staff organogram illustrating the allocation of personnel to the planned activities should be included.

#### **4.5.1. Staffing Requirements**

The consultancy firm shall deploy a multidisciplinary team with adequate qualifications and proven experience in wetland restoration, green park design, and environmental approvals in Uganda. The proposed key personnel shall include, but not be limited to, the following:

1. Team Leader / Environmental Planner
2. Wetland Ecologist / Restoration Specialist
3. Landscape Architect / Green Infrastructure Specialist
4. Environmental Impact Assessment (EIA) Specialist
5. Social Safeguards / Community Development Specialist
6. Legal / Environmental Compliance Expert (Short-Term Input)
7. Environmental Engineer / Pollution Control Specialist
8. Hydrologist / Water Resources Engineer

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##### **4.5.1.1. Team Leader / Environmental Planner (Key Expert)**

###### **Qualifications**

1. At least a Master's degree in Environmental Planning, Environmental Management, Natural Resources Management, or a related field.
2. Registered environmental practitioner with NEMA.

###### **Experience**

3. Minimum of 10 years' professional experience in [feasibility studies and planning of conservation/eco-tourism or park projects in Uganda or the region.](#)
4. [Demonstrable](#) experience in wetland restoration projects, green infrastructure, or nature-based solutions.
5. Demonstrated leadership in preparing and obtaining NEMA environmental approvals (ESIA/Project Briefs) [is an added advantage.](#)

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###### **Responsibilities**

6. Overall coordination and management of the consultancy.
7. Technical oversight of all studies and designs.
8. Lead engagement with Mpigi District, NEMA, and other stakeholders.
9. Quality assurance of all deliverables and reports.

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##### **4.5.1.2. Landscape Architect / Urban Green Infrastructure Specialist**

###### **Qualifications**

1. Bachelor's or Master's degree in Landscape Architecture, Urban Design, or Environmental Design.
2. Registered with a recognized professional body (where applicable).

###### **Experience**

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- 3. Minimum of 7 years' experience in designing public green spaces, parks, or ecological landscapes.
- 4. Experience integrating wetland conservation principles into recreational and educational park designs.
- 5. Knowledge of low-impact development (LID) and climate-resilient landscape solutions.

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#### Responsibilities

- 6. Design of the Green Park layout, including pathways, recreation areas, buffer zones, and ecological features.
- 7. Integration of wetland restoration objectives into park design.
- 8. Preparation of design drawings, plans, and visual concepts.

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#### 3.5.1.3. Forestry / Biodiversity Specialist

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#### Qualifications

At least a Master's degree in Ecology, [Forestry](#), Wetland Management, Environmental Science, or a related discipline.

#### Experience

- 1. Minimum of 7 years' experience in wetland ecology and [ecological](#) restoration.
- 2. Proven expertise in wetland assessment, rehabilitation techniques, and biodiversity conservation.
- 3. Experience with Uganda's wetland policies and Ramsar principles is an added advantage.

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#### Responsibilities

- 4. Baseline ecological assessment of Lufuka Wetland.
- 5. Development of wetland restoration and enhancement measures.
- 6. Advice on sustainable land use zoning and protection of sensitive habitats.

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#### 4.5.1.4. Environmental and Social Safeguards Specialist

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#### Qualifications

- 1. Bachelor's degree (Master's preferred) in Environmental Science, Environmental Management, or Social Sciences.
- 2. Certified and registered with NEMA as an ESIA practitioner.

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#### Experience

- 3. Minimum of 7 years' experience in conducting ESIA's and Project Briefs in Uganda.
- 4. Strong understanding of Uganda's ESIA Regulations, World Bank/IFC safeguards (an added advantage), [that is: experience with Ugandan EIA systems and development partner safeguard standards \(e.g. World Bank, EU, GCF\)](#)

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#### Responsibilities

- 5. Preparation of the an ESIA report in accordance with NEMA requirements.
- 6. Identification and analysis of environmental and social impacts.
- 7. Development of mitigation measures and Environmental and Social Management Plans (ESMPs).

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#### 5.5.1.5. Sociologist / Community Development Specialist

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#### Qualifications

Bachelor's or Master's degree in Sociology, Social Development, Community Development, or related fields.

### Experience

- 1. Minimum of 5 years' experience in community engagement and stakeholder consultations.
- 2. Experience working with wetland-dependent communities and local authorities.

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### Responsibilities

- 3. Conduct stakeholder and community consultations.
- 4. Assess social impacts, land use conflicts, and livelihood issues.
- 5. Support development of social mitigation and community participation strategies.

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### 6.5.1.6. GIS / Surveying Specialist

#### Qualifications

Bachelor's degree in Geomatics, GIS, Surveying, or related discipline.

#### Experience

- 1. Minimum of 5 years' experience in spatial mapping and land use analysis.
- 2. Experience in mapping wetlands, green spaces, and urban environments.

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#### Responsibilities

- 3. Preparation of GIS maps, site plans, and spatial analyses.
- 4. Support zoning, design layouts, and environmental analysis.
- 5. Provision of geo-referenced data for planning and approvals.

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### 7.5.1.7. Hydrologist / Water Resources Engineer

#### Qualifications

- 1. At least a Master's degree in Hydrology, Water Resources Engineering, Environmental Engineering, Hydrogeology, or a closely related discipline.
- 2. Bachelor's degree in Civil Engineering, Water Resources Engineering, Environmental Engineering, or a related field.
- 3. Professional registration with a recognized professional body is an added advantage.
- 4. Training in Integrated Water Resources Management (IWRM) and wetland hydrology is highly desirable.

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#### Experience

- 5. Minimum of 7 years' professional experience in hydrological studies and water resources assessments.
- 6. Proven experience in wetland hydrology assessment, restoration, or management projects.
- 7. Demonstrated involvement in projects requiring NEMA environmental approvals (ESIA or Project Briefs).
- 8. Experience in urban or peri-urban catchments, floodplain management, and stormwater analysis.
- 9. Familiarity with Uganda's water and wetland regulatory framework, including the Water Act and wetland guidelines.

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#### Technical Competencies

- 10. Strong expertise in:
  - 1. Surface water and groundwater interaction analysis.

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- 2. ✓ Wetland water balance and hydroperiod assessment.
- 3. ✓ Flood risk and drainage analysis.
- 4. ✓ Climate variability and climate change impacts on hydrological systems.
- 11. Ability to apply hydrological and hydraulic modelling tools (e.g. HEC-HMS, HEC-RAS, SWAT, or equivalent).
- 12. Proficiency in use of GIS and spatial hydrological analysis.
- 13. Capacity to interpret rainfall, streamflow, groundwater, and water quality data.

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### Key Responsibilities

- 14. Conduct a hydrological baseline assessment for the Lufuka Wetland and its catchment.
- 15. Analyze existing and proposed water flow regimes, including surface runoff, inflows, outflows, and groundwater interactions.
- 16. Assess impacts of proposed green park infrastructure on wetland hydrology and flood attenuation functions.
- 17. Recommend hydrology-based wetland restoration measures, including re-establishment of natural flow paths and water retention features.
- 18. Provide inputs to the ESIA/Project Brief, particularly on hydrological impacts and mitigation measures.
- 19. Support development of climate-resilient and nature-based drainage solutions.
- 20. Contribute to preparation of maps, designs, and technical annexes required for NEMA approval

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### Technical Support Staff

- 21. Environmental Officers
- 22. Field Enumerators
- Administrative Support

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### General Requirements of the Consultancy Firm

The firm should demonstrate previous experience in at least two similar assignments (feasibility studies for parks, eco-tourism sites or conservation-based infrastructure). The qualified firm shall therefore:

- 1. Demonstrate prior experience in similar wetland or urban green space projects.
- 2. All key experts should have demonstrated experience in Uganda or similar East African contexts.
- 3. Be legally registered in Uganda and eligible to undertake environmental studies.
- 4. Demonstrate availability of ESIA practitioners is mandatory.
- 5. The firm should ensure gender balance

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### FAMILIARIZATION WITH THE ASSIGNMENT

Prospective bidders are encouraged to visit the proposed project area prior to, or during, the preparation of their proposals in order to gain a better understanding of the nature and scope of the work required under this assignment. However, any expenses incurred in connection with such visits shall be borne solely by the Consultant and will not be reimbursed by the Client.

## **REPORTING AND COORDINATION**

The Consultant will report directly to the Chief Administrative Officer (CAO), Mpigi District Local Government.

The outputs shall be transmitted to the Technical Working Group involving responsible Technical Team (the Senior Environment Officer (SEO) and the District Natural Resources Officer (DNRO)) of Mpigi District Local Government and the representatives of the Program Support Team of the Greater Kampala Metropolitan Area Urban Development Program, NFA and other relevant MDAs for review and approval; The Technical Working Group shall also include key stakeholders and will be required to provide strategic guidance-

Regular progress meetings will be held (e.g. monthly) to review progress, address bottlenecks and agree next steps

## **BUDGET AND PAYMENT SCHEDULE**

An indicative payment schedule (to be refined during contracting) is structured as follows:

- 20% upon approval of Inception Report.
- 30% upon approval of the situational analysis (Baseline) and Options Report.
- 30% upon submission and acceptance of Draft Feasibility Study Report and the Environmental Analysis (ESIA/Project Brief) report.
- 20% upon approval of Final Feasibility Study Report and delivery of full data package

## **INPUTS FROM THE CLIENT**

Mpigi District Local Government, also known as the Client will:

- Provide or facilitate access to any relevant background documents and data available.
- Facilitate access to the project area and introductions to key stakeholders.
- Support organisation of stakeholder workshops and meetings.
- Provide timely comments on deliverables

## **EXPECTED OUTCOMES**

1. Inception Report (methodology, workplan, stakeholder plan, data gaps)
2. ESIA/Project Brief for the Green Park, for NEMA submission/approval + Baseline Assessment Report (physical, biological, socio-economic, hydrology; maps) and Green Park Conceptual Design Report (options, preferred concept, layout, visuals)
3. Draft Detailed Designs + Draft BOQs + Draft Tender Specifications + Draft ESIA Report + Draft ESMP (including stakeholder engagement report annexes)
4. Final ESIA/ESMP submitted and NEMA approval secured + permits/clearances obtained + approval of Detailed Designs + Draft BOQs + Draft Tender Specifications