



REQUEST FOR EXPRESSION OF INTEREST (SELECTION OF INDIVIDUAL CONSULTANTS)

Republic of Sierra Leone

Reconstruction of Kambia – Tomarari -Kamakwie Road 105 km

Road Sector

Individual Consultant Services: Gender Specialist for the Development of Gender Action Plan

Mode of Financing: Loan

Financing No: SLE 1029

Date of Issue: 17th July 2026

The Sierra Leone Roads Authority *has* received financing from the Islamic Development Bank toward the cost of the Reconstruction of Kambia – Tomparie – Kamakiw Road project 105 km and intends to apply part of the proceeds of this financing to eligible payments under the contract of consultant services of an Individual Consultant for which this Expression of Interest is issued.

The services include:

a) Review and Assessment

- Review the GAP concept note and validate assumptions.
- Conduct a rapid gender assessment focusing on mobility, market access, GBV risks, employment barriers, and access to social services.
- Review project documents (ESMP, RAP, designs, feasibility studies, SEP).

b) Stakeholder Consultations

- Engage women traders, transport unions, councils, MoGCA, MoHS, MoE, SLRA, SLRSA.
- Conduct women-only focus groups, consistent with the concept note's action: "20 FGDs (Y1–Y4)."

c) GAP Development

- Develop a full GAP including Gender objectives
 - Detailed activities and timelines
 - Institutional roles and responsibilities
 - Monitoring and evaluation framework
 - GBV risk mitigation and reporting pathways
- Integrate actions such as:
 - "Minimum 30% quota for women in project-related jobs"
 - "Lighting in settlements and market areas"
 - "Gender-sensitive GRM with female focal points"
 - "Assessment of GBV mitigation measures, grievance mechanisms, Codes of Conduct, awareness campaigns, referral pathways, and worker compliance by the Contractors"

d) Validation and Finalization

- Present draft GAP to PMU and stakeholders.
- Incorporate feedback and produce a final, implementation-ready GAP.

e) Support/Monitoring

- Assist the PMU with the monitoring of the implementation of the GAP
- Monitor progress

The project is to be implemented over 36 months, and the service is expected to cover the entire duration.

The detailed Terms of Reference (ToR) *for the assignment can be obtained at the address given below.*

The Sierra Leone Roads Authority now invites eligible consultant (“Individual Consultants”) to indicate their interest in providing the services. Interested Consultants must provide specific information which demonstrates that they are fully qualified to perform the services. The individual consultants affiliated with an organization may also submit interest.

The shortlist will be drawn up following the evaluation of CVs and useful information in response to this notice of expression of interest including references. Potential candidates will be required to provide information on their general qualifications as an individual consultant, their mission-relevant experience, their experience in the region and sector as well as their language ability.

A consultant will be selected in accordance with the selection method applicable to Individual Consultants as defined in the *IsDB Guidelines for the Procurement of Consultant Services under IsDB Project Financing* (April 2019 edition)

Minimum Qualification Requirements

General qualifications: 30 points

- Master’s degree in Gender Studies, Sociology, Development Studies, Social Safeguards, or related field.

Adequacy of the Consultant’s expertise and experience for the assignment: 50 points

- Minimum **7 years’** experience in gender mainstreaming in infrastructure, transport, or rural development: **10 points**
- Experience preparing Gender Action Plans for donor-funded projects (IsDB, AfDB, World Bank, EU): **20 points**
- Demonstrated experience in GBV risk mitigation and gender-responsive stakeholder engagement: **20 points**

Experience in the region and sector: **15 points**

- Experience(contract) in Sierra Leone or similar sector

Language 5 points

- Excellent: 5 points
- Good: 3 points

The attention of interested Individual Consultants are invited to read clauses 1.12.1 and 1.12.2 of the Procurement Policy of the *IsDB Guidelines for the Procurement of Consultant Services under IsDB Project Financing, April 2019 edition* (the "Procurement Guidelines") setting forth the IsDB's policy on conflicts of interest.

Interested individual consultants may obtain further information at the address below during office hours, *i.e., 09:00 to 17:00 hours*] (local time).

Expressions of interest must be delivered in written form accompanied by the CV and any other document (in person, mail or by fax or by e-mail) to the address below no later than Friday 7th August 2026.

Sierra Leone Roads Authority Attn: Khadie A. Gamanga (Mrs)

Director of Procurement

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