

CALL FOR EXPRESSIONS OF INTEREST

DEVELOPMENT IMPACT & GENDER ADVISORS

1. Introduction

FSD Africa is looking to build out its panel of specialist consultants on whom it can call on for Development Impact (DI) and Gender advisory assignments or for draw-down (i.e., retained consultants) arrangements. This call for Expressions of Interest (Eoi) is aimed at consultants with relevant skills and expertise in development impact planning and delivery, research and evaluation; and gender integration in financial development.

This call for Eoi will allow the DI and gender teams to pre-qualify consultants, to facilitate procurement for assignments that are anticipated in the future. Terms and reference for those assignments will be sent out at the appropriate time.

2. Background

2.1. FSD Africa

FSD Africa is a specialist development agency working to build and strengthen financial markets across Sub-Saharan Africa. Set up in 2012; we work on policy and regulatory reform, capacity strengthening and improving financial infrastructure, and addressing systemic challenges in financial markets to spark large-scale and long-term change.

Additionally, we provide risk capital by investing in cutting-edge ideas that we believe have the potential for significant impact. We take on projects that are more complex and riskier than those taken on by typical development finance organisations, to unlock additional funding for innovative sectors.

2.2. Development Impact Pillar

At FSD Africa, programming is designed to address systemic challenges within Africa's financial markets, to spark large-scale and long-term change. Our interventions are designed to ensure that Africa's financial markets serve better those most in need – today and long after our programmes end; guided by our TOC as the overarching DI framework. The DI pillar's core mandate is to effectively plan for, measure, monitor, and evaluate the impact of FSD Africa's work, and generate insights for learning from our work. Over the years, we have continued innovating and improving our Development Impact planning and management approaches to robust standards. We aim to grow the impact management function to be a tool for growing financial markets on the continent, thus contributing to FSD Africa's purpose.

2.3. Gender Center of Expertise

The Gender Center of Expertise (CoE) at FSD Africa is a dedicated center/ hub for integrating gender into financial systems by focusing on leadership and voice, capital mobilization, and designing for inclusion. It ensures that gender is embedded in all programming, investments, and operations of FSD Africa, leveraging finance to drive gender equality, climate resilience, and green employment through technical support, knowledge generation, capacity building, and market influence. The Gender CoE drives gender-responsive financial solutions, equipping teams with screening tools, impact measurement frameworks, and gender budgeting models. It strengthens gender-lens investing, supporting interventions to mobilize capital for women-led businesses.

Through impact tracing studies, it evaluates gender outcomes and refines strategies for sustainable inclusion. By 2026, it aims to position FSD Africa as a leader in gender-smart finance, fostering inclusive and resilient financial markets.

3. Objectives

The DI and gender teams seek to grow and diversify the high-quality expertise we will draw upon to support our impact management and gender integration work. The teams will be drawing on consultants offering a range of technical expertise, and we are actively looking to identify those with specific technical skills as well as experience meaningfully managing impact issues and creating gender related value within Africa's financial markets.

This EOI is intended to ensure that Requests for Proposals have greater outreach to qualified consultants, particularly consultants working in Africa. Successful consultants under this call for EOIs will then be invited to submit bids based on specific terms of reference. Procurement will then take place on a project-by-project basis or a longer-term drawdown basis.

This call for Eols aims to identify individual consultants with expertise in one, or a combination, of the following key areas:

- i. Research, Evaluations and Insights (REI)
 - Provide intellectual and practical guidance on strategic research projects, helping the REI team define research questions and offering constructive feedback on research proposals, reports and presentations.
 - Provide advice on Terms of Reference (ToRs) and support procurement for specific thematic evaluations or other studies.
 - Provide guidance on effective communication and dissemination strategies for research studies, evaluations and other evidence-based materials.
 - Support the REI team in Peer review for research studies conducted.
 - Leveraging their networks, support the REI unit in introducing, establishing and maintaining partnerships with high-quality and influential actors in the ecosystem.
- ii. Development Impact Planning and Delivery (DIPD)
 - Provide expert advice to the Director, Development Impact on the current state of knowledge relating to the impact of the financial system on sustainable development
 - Provide high-level technical support for DI ex-ante screening process, offering expertise across key themes such as nature, carbon, energy, and gender.
 - Review intervention proposals to identify impact gaps, ensuring robust evidence supports impact scoring and DI risk assessments for proposed interventions.
 - Serve as a panellist in the Impact Review Panel (IRP), evaluating impact theses, gender approaches, and additionality frameworks to confirm they are evidence-based, rigorous, and aligned with FSD Africa desired outcomes.
 - Offer expert insights and recommendations to deal teams through the DIPD team, facilitating informed decisions that balance financial returns and impact goals.
 - Participate in pre-IC sessions, supporting the DIPD team in articulating and defending the impact narrative within investment and project proposals.

- Support the DIPD team in designing and delivering capacity-building sessions and modules for partners

This EOI also aims to attract qualified individual consultants with gender expertise in the following gender related areas:

- Developing gender strategies in financial and development sectors, climate finance and just transition programming.
- Integrating gender considerations across project cycles, including design, implementation, and impact measurement including designing and developing sector specific tools and frameworks.
- Conducting gender analysis, developing gender action plans, and designing robust results monitoring and evaluation frameworks.
- Undertaking gender budgeting, gender lens investing, financial inclusion for women, and integrating gender considerations into proposal research and strategy development.

3.1. Experience

The consultants wishing to be considered for shortlisting will need to demonstrate some, all, or a combination of the below experience and a readiness to fulfil the following anticipated work plans.

Overall key competencies:

- Sound and in-depth knowledge of Africa's financial markets and related challenges that hinder socio-economic growth, including themes relevant to FSD Africa's strategy.
- Demonstrated experience supporting development impact within private sector development programmes across SSA.
- Experience in conducting research and generating insights and evidence to support adaptive management within organisations.
- Evidence of quality management processes and experience to deliver a high-quality output on schedule and with value for money considerations
- Experience in impact planning and delivery within financial sector development, with a focus on key themes such as nature, carbon, energy, and gender.
- Experience in designing capacity-building initiatives on development impact for partners and key stakeholders.
- Available to start at the required time and can engage with this assignment to deliver outputs as per schedule.
- Partnerships and networks with market actors such as funders, thinktanks, ecosystem enablers, to support external development impact activities.
- Experience conducting Training of Trainers (ToT) and institutional capacity strengthening.
- Solid understanding of market system development (MSD) approach and understanding of issues related to gender finance gaps in programming and investment.
- Knowledge of the donor landscape especially potential donors with a strong commitment in gender finance and climate space.
- Language proficiency of French is desirable.

4. Expression of Interest

Procurement of the Services is subject to a full international tender which requires a two-part process:

- In the first part, Expressions of Interest (EOI) are invited from qualifying firms in an open tender. This invitation is open for a minimum of 20 calendar days.
- In the second part, following a shortlisting process, FSD Africa will issue an Invitation to Tender to shortlisted firms.

A detailed Invitation to Tender document will be prepared by FSD Africa during the EOI phase.

For this exercise, FSD Africa is inviting EoIs from suitably qualified individual consultants in each or more of the areas specified under Section 3.

Please note – a fully costed proposal and/or detailed work plan is not required at this stage.

Your Eoi should contain:

- Your name and a full CV highlighting your area of expertise
- Your place of business
- A short statement (maximum 1 side of an A4) of why you believe you have the right qualifications to help FSD Africa in the stated area
- A short portfolio of relevant work and outputs
- A statement describing your availability, e.g.:
 - o Preferred length of assignments
 - o Willingness to travel
 - o Availability in the next 36 - 60 months
 - o Ability and access to work remotely
- Your current daily fee rate (in GBP or USD), applicable for at least 12 months
- Any other information that you believe should be considered in the pre-qualification process

Your EOI, which should not exceed 3 sides of A4 in PDF version, (font size 11), excluding CVs, portfolio etc., should be sent to **FSD Africa at bids@fsdafrica.org by noon (EAT) 15 April 2025**, under the subject line reading 'Expression of Interest: Development Impact Advisors (Area of Expertise) or Gender Advisors'.

5. Contact

Questions or comments in respect of this request for Expressions of Interest should be directed to bids@fsdafrica.org on or before **12 noon (EAT) 07 April 2025** and a response will be provided through the advertising platform **on 12 noon (EAT) 09 April 2025**.

6. Applicable Taxes

As per Kenya's tax law, FSD Africa will pay the Consultant after withholding the appropriate taxes at the applicable rate between Kenya and the Consultant's country of tax residence, considering any tax treaties in force. It is the responsibility of the Consultant to keep themselves apprised of these applicable taxes. The below table however provides guidance on the applicable rates as per tax regimes.



Country	WHT Rate
Kenya	5%
United Kingdom	12.5%
Canada	15%
Germany	15%
India	10%
Non-resident rate for citizens of EAC member countries	15%
All other countries	20%