Laikipia Conservancies Association
Nanyuki, Kenya

TERMS OF REFERENCE (TOR)
Research Consultancy
Assessment of Human-Wildlife Conflict Hotspots in Laikipia and Meru Landscapes, Kenya

Project: Assessment of Human-Wildlife Conflict (HWC) Hotspots in Laikipia and Meru Landscapes

Project Location: Laikipia County: Naibungas Conservancies, ILMAMUSI Member Conservancies. Meru County: Kandembene, Nchoroboro, and Kiengu

Consultancy Type: Research Consultancy

Duration: 12–15 weeks

Expected Start Date: July 2026

www.laikipiaconservancies.org

1. Background and Context

The Laikipia Conservancies Association (LCA) is a member-led organization of Conservancies in Laikipia County. LCA works to promote sustainable coexistence between wildlife, pastoralist communities, and conservation enterprises, recognizing that the long-term viability of wildlife conservation in Laikipia depends on the active participation and economic empowerment of communities.

Human-wildlife conflict (HWC) is one of the most persistent and complex challenges facing conservation in the Laikipia and Meru landscapes. Communities living alongside with wildlife — particularly within and around conservation areas — regularly experience losses of livestock, crop-raiding species, risk and loss to human life, and disruption to livelihoods and food security. These incidents erode community tolerance for wildlife and undermine the conservation model that the LCA and its members have built over decades.

Despite the recognised significance of HWC in this landscapes, there is no comprehensive, community-grounded spatial analysis of HWC hotspots that integrates ecological data, local knowledge, livelihood impact data, and community perceptions across the target areas. Existing datasets are fragmented across individual conservancies, government department and agencies, and NGO programme records. Without a systematic, evidence-based map of where, when, how, and to whom conflict is occurring at greatest intensity, it is not possible to design appropriately targeted mitigation interventions, allocate resources effectively, or make a credible case to funders and governments for scaled up HWC response interventions.

The target areas for this assessment are:

- Naibunga Community Conservancies (Lower,Central and Upper)-Laikipia County
- ILMAMUSI members communities Conservancies (IL ngwesi, Lekurruki, Shulmai and Maiyanat)— Laikipia County
- Kandembene — Meru County
- Nchoroboro — Meru County
- Kiengu — Meru County

Across these areas, communities practise a mix of agropastoralism and small-scale agriculture in close proximity to wildlife dispersal zones and conservancy boundaries. Species implicated in HWC incidents include lions, leopards, spotted hyena, African wild dog, elephant, and baboon, among others. The intensity, seasonal patterns, geographic clustering, and livelihood consequences of conflict vary significantly across sites and require site-specific evidence to inform targeted response.

This Terms of Reference sets out the scope, methodology, deliverables, and requirements for a consultancy to conduct a rigorous, community-grounded assessment of HWC hotspots across the five target communities, generating actionable evidence to guide the LCA and its members in designing and prioritizing HWC mitigation strategies.

2. Purpose of the Consultancy

The purpose of this consultancy is to generate a comprehensive, evidence-based, and spatially explicit understanding of human-wildlife conflict patterns, intensities, and impacts across the targeted areas in Laikipia and Meru Counties. The assessment will integrate ecological, spatial, socioeconomic, and community knowledge data to identify and characterize HWC hotspots, assess the livelihood and wellbeing impacts on affected households — with particular attention to gender-differentiated impacts — and provide actionable, community-endorsed recommendations for targeted mitigation.

The findings will directly inform the LCA's HWC mitigation strategy, support the design of evidence-based interventions, and provide a baseline against which future change in HWC intensity and impact can be measured.

This assessment must be: holistic, locally grounded, and community-owned; spatially rigorous and analytically defensible; gender-sensitive and livelihood-responsive; and practically actionable within the operational and financial context of the LCA and its partner conservancies.

3. Objectives of the Study

3.1 Overall Objective

To produce a comprehensive, spatially explicit, and community-validated assessment report of human-wildlife conflict hotspots in Laikipia and Meru landscapes in the targeted areas that generates actionable evidence to guide HWC mitigation strategies and resource allocation by the Laikipia Conservancies Association.

3.2 Specific Objectives

1. To map the spatial distribution, frequency, and seasonal patterns of HWC incidents across the five target communities, identifying hotspot areas for priority intervention.
2. To assess the species-specific composition of HWC incidents, including predation of livestock, attacks on humans, crop-raiding, and property damage.
3. To quantify the livelihood and economic impacts of HWC on affected households, including livestock losses, crop losses, income losses, and recovery costs.
4. To assess the gender-differentiated dimensions of HWC, including how conflict affects women and men differently with respect to livelihood roles, decision-making, exposure risk, and capacity to recover.
5. To document community perceptions of HWC trends over time, including whether conflict is perceived to be increasing, decreasing, or changing in character.
6. To assess existing community and conservancy HWC reporting, monitoring, and response mechanisms, including coverage, reliability, and gaps between actual and reported incident rates.
7. To evaluate the effectiveness of current HWC mitigation measures in use, including bomas, predator-proof enclosures, guardian dogs, early warning systems, compensation schemes, and ranger presence.
8. To identify underserved communities, households, or geographic zones where HWC burden is high but mitigation support is absent or inadequate.
9. To map and assess existing HWC-related institutional arrangements, including conservancy ranger systems, KWS engagement, community wildlife scouts, and inter-community coordination mechanisms.
10. To document indigenous and locally developed knowledge and practices related to wildlife coexistence, conflict avoidance, and traditional mitigation strategies.
11. To conduct a comprehensive risk assessment across operational, ecological, social, gender, and climate-related dimensions relevant to HWC dynamics in the target areas.
12. To generate targeted, community-validated recommendations for HWC hotspot mitigation, differentiated by site, species, and livelihood context.

13. To provide a baseline of human-wildlife conflict in the targeted areas, and existing intervention

3.3 Assessment Components Summary

No.	Assessment Component	Objective Focus
1	Spatial Hotspot Mapping	Incident distribution, frequency, seasonality, clustering
2	Species Composition	Species implicated, incident types, temporal patterns
3	Livelihood & Economic Impact	Losses, recovery costs, income disruption, food security
4	Gender Dimensions	Differentiated exposure, roles, impacts, recovery capacity
5	Community Perceptions	Perceived trends, drivers, tolerance levels
6	Reporting & Monitoring	Coverage gaps, underreporting, data reliability
7	Mitigation Effectiveness	Current measures, coverage, gaps, performance
8	Institutional Arrangements	Conservancy, KWS, scout systems, coordination mechanisms
9	Indigenous Knowledge	Traditional practices, coexistence knowledge, integration potential
10	Risk Assessment	Ecological, social, gender, and climate-related risk dimensions

4. Scope of Work

The assessment will be conducted in a phased approach, combining desk-based research, fieldwork, spatial analysis, and community engagement to generate actionable, validated findings. Each phase builds cumulatively toward a comprehensive and defensible assessment.

Phase	Title	Primary Purpose	Key Output
1	Inception & Design	Establish research parameters, tools, and site preparation	Inception Report
2	Field Research & Data Collection	Generate primary evidence across all assessment domains	Field Data Package
3	Spatial & Systems Analysis	Hotspot mapping and thematic analysis	Analysis Reports
4	Synthesis & Recommendations	Integrate findings and produce actionable guidance	Assessment Report

4.1 Phase 1: Inception and Design

- Conduct a systematic review of existing HWC data, incident records, conservancy monitoring data, and relevant literature for the target areas
- Review county spatial data, land use maps, conservancy boundary data, and community maps

- Engage with the LCA and partner conservancy teams to understand existing datasets, monitoring systems, and operational context
- Refine research questions, methodology, and data collection instruments in alignment with the LCA's operational priorities
- Develop quantitative and qualitative data collection tools including household survey instruments, KII guides, FGD guides, and spatial data recording protocols
- Identify and map study sites, sampling strategy, and community entry approach for each of the five target communities
- Submit the inception report including finalised methodology, sampling framework, and workplan for LCA review and approval

4.2 Phase 2: Field Research and Data Collection

- Conduct community entry meetings and introductions in all five target communities before any data collection begins
- Administer structured household surveys capturing incident history, livestock losses, crop losses, mitigation measures in use, and perceptions
- Conduct retrospective incident mapping exercises with community members to generate spatial data on conflict incident locations, seasonality, and intensity
- Conduct gender-disaggregated focus group discussions with women, men, and mixed groups in each community
- Carry out key informant interviews with conservancy managers, KWS rangers, community wildlife scouts, village elders, women's group leaders, and local government representatives
- Document indigenous and locally developed HWC knowledge and coexistence practices through dedicated knowledge documentation sessions
- Assess existing HWC reporting and monitoring systems, including conservancy incident logs, community reporting channels, and KWS records
- Conduct site assessments of key mitigation infrastructure including bomas, enclosures, and ranger posts

4.3 Phase 3: Spatial and Systems Analysis

- Develop spatial hotspot maps integrating community-generated incident data, conservancy records, and secondary data sources using GIS tools
- Analyse species-specific conflict patterns, seasonality, and spatial clustering across the five communities and between the Laikipia and Meru sites
- Quantify livelihood and economic impacts of HWC under conservative, moderate, and high-loss scenarios
- Analyse gender-differentiated HWC impacts, including differential exposure, recovery capacity, and participation in mitigation decision-making
- Assess the performance and coverage gaps of current mitigation measures against the spatial pattern of hotspots identified
- Conduct stakeholder and institutional mapping of HWC response actors and coordination mechanisms
- Assess climate-related drivers of HWC patterns, including drought seasonality, water source distribution, and habitat encroachment trends

4.4 Phase 4: Synthesis and Recommendations

- Integrate quantitative, qualitative, spatial, and indigenous knowledge findings across all thematic areas
- Produce site-level hotspot characterizations for each of the five target communities, including species composition, intensity, seasonality, and livelihood impact profile
- Validate preliminary findings through community validation workshops in each site before finalizing the report
- Develop a prioritized set of HWC mitigation recommendations differentiated by site, species, livelihood context, and feasibility within LCA's operational capacity
- Provide a monitoring and evaluation framework for tracking changes in HWC intensity, mitigation effectiveness, and community wellbeing over time
- Present final findings to the LCA board and key conservancy partners

5. Deliverables

The table below sets out all deliverables by phase.

Phase	Deliverable	Key Content	Deadline
1	Inception Report	Methodology, sampling strategy, data tools, workplan, site entry plan	End of Week 3
1	Data Collection Instruments	Survey tools, KII and FGD guides, spatial data recording templates	End of Week 6
2	Field Data Package	Cleaned datasets, transcripts, spatial incident data, field notes	End of Week 10
3	Spatial Hotspot Analysis Report	GIS maps, species analysis, seasonal patterns, incident clustering	End of Week 12
3	Livelihood & Gender Impact Report	Economic loss data, gender-differentiated findings, vulnerability analysis	End of Week 12
3	Institutional & Mitigation Systems Report	Existing measures, coverage gaps, institutional mapping	End of Week 12
3	Indigenous Knowledge Report	Documented practices, coexistence knowledge, integration assessment	End of Week 12
4	Community Validation Workshop Reports	Validation findings per site, community feedback, corrections	Mid-Week 14
4	Final HWC Assessment Report	Integrated findings, hotspot maps, recommendations, MEL framework	End of Week 15

6. Research Design and Methodology

The methodology is designed to generate rigorous, actionable evidence across all HWC assessment domains, employing a mixed-methods approach that integrates quantitative, qualitative, spatial, and indigenous knowledge data streams. Community members are treated as active contributors and knowledge holders — not as research subjects. Indigenous knowledge systems are treated not as supplementary context but as a primary and equally valid source of evidence alongside technical and scientific data.

6.1 Study Design

The study employs a convergent mixed-methods design in which quantitative survey data, qualitative field evidence, spatial incident data, and indigenous knowledge documentation are collected concurrently across the five target communities and integrated at the analysis stage. The study is conducted independently at each site to enable site-level findings, with cross-site comparison informing the landscape-level assessment.

The primary units of analysis are:

- Pastoral and agropastoral households — for incident history, livestock and crop losses, mitigation measures, gender dynamics, and livelihood impact
- Community members as spatial knowledge holders — for incident location mapping, seasonality, and trend documentation
- Conservancy and institutional actors — for incident records, ranger coverage, mitigation programme data, and coordination mechanisms
- Women and gender-disaggregated groups — for gender-specific exposure, impact, and participation in mitigation decision-making
- Traditional and indigenous knowledge holders — for coexistence practices, early warning knowledge, and historical conflict patterns

6.2 Sampling Strategy

A stratified purposive sampling approach will be applied, combining random household sampling within each community with purposive selection of key informants and focus group participants. Sample size determination will be guided by the following principles:

- Household surveys: minimum sample size at 95% confidence interval and 5% margin of error, stratified by community and livelihood type
- Key informant interviews: minimum 6–8 per site across conservancy management, KWS, community scouts, elders, women's leaders, and local government
- Focus group discussions: minimum 3 per site, disaggregated by gender and livelihood type
- Spatial incident mapping: community participatory mapping sessions, minimum 2 sessions per site

The full sampling strategy, including sample size calculations and justification, will be detailed in the inception report and agreed with the LCA before fieldwork begins.

6.3 Secondary Data Review

Before primary data collection begins, the consultant will conduct a systematic desk review of existing data sources to contextualise field findings, avoid duplication, and identify data gaps. Secondary sources will include:

- Existing conservancy HWC incident logs and monitoring data from Naibunga's and ILMAMUSI members Conservancies and Meru targeted areas.
- Kenya Wildlife Service and Wildlife Research Institute incident data for Laikipia and Meru Counties in targeted areas
- Relevant land use, conservancy boundary, and habitat maps for the target landscape
- County Integrated Development Plans (CIDPs) and County Spatial plans for Laikipia and Meru Counties
- Climate and drought monitoring data from NDMA and Kenya Meteorological Department
- Published literature on HWC dynamics in East African savannahs and mixed-use landscapes

6.4 Community Entry and Research Partnerships

Before any data collection begins, the consultant will undertake a structured community entry process in each target community. Formal introduction meetings will be held with community elders, women's group leaders, conservancy management, and other relevant gatekeepers in each target area before any data collection instruments are deployed. The purpose, scope, and expected use of the research will be explained transparently in local languages.

Working through the LCA and partner conservancy teams, the consultant will identify and work with community liaison partners in each site — locally trusted individuals, including women from the target communities, who will be trained and employed throughout the study. Their role goes beyond facilitation: they will provide ongoing contextual interpretation of findings, ensure data collection sessions are genuinely participatory, and serve as a feedback channel between the research team and the community throughout the process.

In each community, the research team will commit to at least one structured feedback session before the study concludes, sharing preliminary findings in accessible, plain-language format in local languages and genuinely inviting community response.

6.5 Primary Data Collection Methods

6.5.1 Household Surveys

Structured questionnaires administered to a representative sample of households in each community, covering: HWC incident history; livestock and crop losses; mitigation measures in use and their perceived effectiveness; livelihood impact and recovery; gender roles in HWC response; and perceptions of conflict trends. Surveys will be administered in local languages by trained enumerators using tablet-based data collection software to enable real-time quality monitoring.

6.5.2 Participatory Spatial Incident Mapping

Community-led mapping exercises generating spatial data on conflict incident locations, hotspot areas, seasonal movement corridors, and key infrastructure. Outputs are validated by participants before digitisation and form a primary layer of the GIS hotspot analysis.

6.5.3 Key Informant Interviews (KIIs)

In-depth semi-structured interviews conducted with purposively selected key informants in each site, including:

- Conservancy managers and HWC officers
- Kenya Wildlife Service rangers and community wildlife scouts
- Village and ward administrators

- Women's group and community organisation leaders
- Community elders and traditional knowledge holders
- County livestock and environment officers

6.5.4 Focus Group Discussions (FGDs)

Structured group discussions with women-only groups, men-only groups, and mixed community groups in each site. Women's sessions will be facilitated by female enumerators in settings where women can speak freely without the inhibiting presence of male household members or community leaders.

6.5.5 Indigenous Knowledge Documentation

The documentation of indigenous knowledge is a primary research activity, not a supplementary one. Dedicated sessions will be conducted with community knowledge holders — including elderly women and men and experienced community members — in local languages by community liaison partners. Participants will be asked explicitly how they wish their knowledge to be attributed, and their preference will be honoured in all research outputs.

6.5.6 Site Infrastructure Assessments

Field-based assessments of existing HWC mitigation infrastructure including boma condition and coverage, ranger post locations, and early warning technology, conducted in partnership with community members who have direct knowledge of the landscape and land use history.

6.6 Ethical Standards and Research Permits

The consultant will coordinate with the LCA in ensuring all data collection instruments, consent procedures, and data storage protocols comply with NACOSTI requirements and Kenya's Data Protection Act 2019. Specifically:

- Free, prior, and informed consent will be obtained from all study participants, with consent procedures adapted for low-literacy contexts including verbal and pictorial consent options where appropriate
- Consent is ongoing and dynamic; participants retain the right to withdraw at any point without consequence
- Particular safeguards will be in place for gender-sensitive and intrahousehold data, ensuring women can participate without fear of reprisal
- Indigenous knowledge shared during the study will not be appropriated, commercialised, or attributed without the explicit and ongoing consent of the communities and individuals who hold it

6.7 Data Management and Quality Assurance

All data collection instruments will be piloted with a small sample of participants outside the main study areas before full deployment. Piloting is a mandatory step and must be documented in the inception report. The consultant will prioritise recruitment of research assistants from the target communities, with relevant language skills and demonstrated trust within those communities.

The consultant will implement a field supervision protocol including daily review of completed instruments by field supervisors, regular debrief sessions with community liaison partners, and real-time data monitoring using tablet-based collection software. All data will be stored securely in compliance with the Kenya Data Protection Act 2019.

6.8 Data Analysis and Synthesis

Quantitative data will be analysed using R, Stata, or equivalent statistical software. Analysis will include descriptive statistics disaggregated by site, gender, and livelihood type; spatial hotspot analysis using QGIS or ArcGIS; financial modelling including cost scenarios; and dietary diversity and nutrition indicator analysis where relevant.

Qualitative data from KIIs, FGDs, and indigenous knowledge sessions will be analysed using thematic analysis with a structured codebook applied consistently across all sites. Quantitative and qualitative findings — including indigenous knowledge — will be systematically triangulated at the analysis stage.

Before findings are finalised, preliminary results will be shared with community representatives and county-level stakeholders in each site through structured validation workshops. Where community validation surfaces significant divergence from the research team's interpretation, both perspectives will be presented transparently in the final report.

7. Coordination and Oversight

The consultant will work in close and regular coordination with the LCA team, who will serve as the primary point of contact throughout the study.

The LCA will fulfil the following responsibilities throughout the engagement:

- Provide the consultant with timely access to all relevant project documents, institutional contacts, and background materials at the commencement of the study
- Facilitate formal introductions to conservancy management, county government offices, community leadership structures, and relevant stakeholders in each target community
- Review and provide written feedback on all submitted deliverables within ten working days of receipt
- Coordinate and accompany the consulting team to review meetings at the close of each phase

The consultant will fulfil the following coordination responsibilities:

- Submit a brief monthly progress update to the LCA, flagging any risks to timeline, scope, or quality
- Notify the LCA immediately of any ethical concerns, community sensitivities, or significant deviations from the agreed methodology arising during fieldwork
- Participate in all scheduled coordination meetings and validation workshops
- Ensure all deliverables are submitted in the format and by the deadlines specified in the agreed workplan

No phase of the study may commence without written sign-off from the LCA on the deliverables of the preceding phase.

8. Duration and Indicative Timeline

The consultancy is expected to run for 12–15 weeks from the date of contract signing. The timeline below represents the indicative phasing of activities. A detailed workplan with specific milestone dates will be agreed between the consultant and the LCA during Phase 1.

Weeks	Phase	Key Activities	Key Milestone
1–2	Phase 1: Inception	Contract signing; desk review; drafting of inception report including methodology, sampling strategy, and data collection instruments	
3	Phase 1: Inception	Submission of inception report to LCA for review and approval; stakeholder mapping initiated; community liaison partners identified in each site	Inception report submitted end of Week 3
4	Approval	LCA review and written sign-off on inception report; any revisions addressed; community entry preparations confirmed	Written approval by end of Week 4
5–6	Pre-fieldwork	Enumerator recruitment and training; piloting of all data collection instruments; pilot findings reviewed and instruments finalised; community entry meetings in all five sites	Instruments finalised and community entry completed by end of Week 6
7–10	Phase 2: Field Research	Field data collection across all five communities — household surveys, KIIs, FGDs, spatial mapping sessions, indigenous knowledge documentation, and site assessments	All field data collected by end of Week 10
11–12	Phase 3: Analysis	Data cleaning and quality checks; quantitative and qualitative analysis; GIS hotspot mapping; stakeholder and risk assessment	Draft analysis reports submitted by end of Week 12
13	Phase 4: Synthesis	Integration of findings; site-level hotspot characterisations drafted; community and stakeholder validation workshops held in each site	Validation workshops completed by mid-Week 14
14–15	Phase 4: Final Report	Finalisation of assessment report incorporating validation feedback; recommendations and MEL framework; final presentation of findings to LCA	Final report and framework submitted by end of Week 15

Deliverables Schedule

Deliverable	Submitted By	Format
Inception Report	End of Week 3	Written report with annexes
Finalised data collection instruments	End of Week 6	Digital and print-ready formats

Deliverable	Submitted By	Format
Field data package	End of Week 10	Cleaned datasets, transcripts, field notes
Draft analysis reports	End of Week 12	Written reports by thematic area
Community validation workshop reports	Mid-Week 14	Reports per site
Final HWC Assessment Report	End of Week 15	Full written report with executive summary

9. Required Qualifications and Experience

The LCA seeks to engage a consulting firm, research organisation, or consortium with demonstrated expertise across the technical, spatial, social, and contextual dimensions of this assessment. This is a complex, multi-disciplinary assignment that requires deep specialisation across several distinct fields simultaneously — HWC ecology and management, spatial analysis, gender and social development, livelihoods analysis, and community-led research practice in Kenyan conservation landscapes. Applications from consulting firms or consortia with complementary expertise distributed across team members are strongly encouraged. A single individual is unlikely to possess the full range of competencies required to deliver this study to the standard expected.

9.1 Team Composition and Role Requirements

The consulting firm or consortium must demonstrate that the proposed team collectively covers all of the following functional roles. Each role may be filled by a different team member, but all roles must be explicitly assigned and evidenced in the technical proposal.

9.1.1 Role 1: Team Leader and Principal Investigator

The team leader carries overall responsibility for research design, methodological integrity, quality assurance across all deliverables, and the final assessment determination. Mandatory requirements:

- Advanced degree (Master's or PhD) in wildlife ecology, conservation biology, natural resource management, development studies, or a closely related discipline
- Minimum 10 years of experience leading applied research in conservation or development programmes in Kenya
- Demonstrated experience conducting field research in Laikipia County, Meru County, or comparable mixed-use wildlife landscapes in Kenya
- Demonstrated experience designing and managing mixed-methods research studies of comparable scope — multi-site, multi-thematic, with spatial analysis and community validation components
- Strong analytical writing skills evidenced by published research or technical assessment reports produced for conservation or development organisations
- Demonstrated personal commitment to non-extractive, community-led research practice

9.1.2 Role 2: HWC and Wildlife Ecology Specialist

The HWC specialist is responsible for ecological and species-level analysis, interpretation of spatial conflict patterns, and assessment of mitigation options. Mandatory requirements:

- Minimum 7 years of field experience in human-wildlife conflict research, management, or mitigation in East Africa
- Demonstrated experience identifying, characterising, and mapping HWC hotspots in mixed-use or pastoralist landscapes
- Knowledge of HWC species ecology in the Laikipia and Meru landscape, including large predators and crop-raiding species
- Familiarity with HWC mitigation approaches relevant to pastoral contexts, including boma improvement, livestock guardian programmes, early warning systems, and compensation schemes
- Experience engaging with KWS, conservancy ranger teams, and community wildlife scouts as research informants and operational partners

9.1.3 Role 3: GIS and Spatial Analysis Specialist

The spatial analyst is responsible for designing and implementing the participatory spatial data collection approach and producing the HWC hotspot analysis. Mandatory requirements:

- Demonstrated proficiency in GIS spatial analysis using QGIS, ArcGIS, or equivalent
- Experience designing and implementing participatory spatial data collection methods, including community-led incident mapping and GPS-enabled field data collection
- Experience integrating multiple spatial data sources — community-generated data, conservancy records, satellite-derived land cover, and secondary datasets — into a coherent hotspot analysis
- Ability to produce high-quality, interpretable spatial outputs including hotspot maps, density analyses, and movement corridor identification

9.1.4 Role 4: Gender and Social Development Specialist

The gender specialist is responsible for gender and social analysis, intrahousehold research, and ensuring that gender findings are genuinely integrated into the assessment rather than presented as a standalone social annex. Mandatory requirements:

- Minimum 7 years of experience conducting gender analysis in pastoral or conservation development contexts in East Africa
- Demonstrated experience conducting sensitive intrahousehold research on decision-making, asset ownership, and livelihood roles with pastoral or rural women in Kenya
- Understanding of how HWC affects women and men differently across livelihood roles, risk exposure, and access to mitigation support
- Demonstrated commitment to facilitating gender-disaggregated research processes in which women's voices are genuinely centred

9.1.5 Role 5: Livelihoods and Quantitative Research Specialist

The quantitative specialist is responsible for household survey design, sampling strategy, livelihood loss estimation, and data management. Mandatory requirements:

- Demonstrated competency in quantitative household survey design, sampling strategy development, and data management for multi-site studies
- Experience quantifying livestock and livelihood losses from wildlife conflict, including approaches to retrospective loss estimation and uncertainty management

- Proficiency in R, Stata, or equivalent statistical software with fully documented and reproducible analytical scripts
- Experience designing and implementing tablet-based data collection systems with real-time quality monitoring

9.2 Essential Organisational Requirements

The following requirements apply to the consulting firm or consortium as a whole and must be demonstrated clearly in the application:

- Documented field research experience in at least two of the three target areas — Laikipia County, Meru County, or comparable Kenyan ASAL conservation landscapes
- Demonstrated experience engaging with pastoralist and agropastoral communities as genuine research partners rather than as research subjects, including documentation of how findings were returned to and used by those communities
- Track record of producing research that has directly informed conservation programme design or investment decisions — not only technically sound reports that remained at the recommendation stage
- Organisational track record of gender analysis that generates genuine insight into power dynamics and structural barriers, not only gender-disaggregated statistics
- Clear understanding of Kenya's Data Protection Act 2019 and NACOSTI research permit processes
- Existing institutional relationships with KWS, Laikipia County, Meru County, or conservancy networks in the target areas are a significant advantage

9.3 Desirable Qualifications

The following are not mandatory but will strengthen an application and will be positively weighted during evaluation:

- Prior experience conducting HWC assessments specifically in Laikipia/Meru County or with ILMAMUSI or Naibungas Conservancy communities
- Proficiency in one or more local languages spoken in the target communities — Maa, Meru, Kikuyu or Samburu
- Experience developing community-based HWC monitoring systems and reporting tools
- Familiarity with NDMA drought monitoring data and its relevance to seasonal HWC dynamics
- Experience developing compensation scheme frameworks or insurance products for HWC losses in pastoral contexts

9.4 What Will Not Be Accepted

To protect the integrity of the study and the communities involved, the following will be grounds for immediate disqualification at any stage of the application and evaluation process:

- Applications that propose to cover all required roles with fewer than three named team members, unless compelling and specific evidence is provided that individual team members genuinely hold multiple specialisations at the required depth
- Applications that name team members for credentialing purposes without providing credible evidence of their actual commitment to and availability for this specific assignment

- Consulting firms or individuals with an undisclosed conflict of interest in conservancies or enterprises with a financial interest in the outcome of this assessment
- Applications that cannot demonstrate genuine, field-based experience in Kenyan pastoral or conservation landscapes and propose to rely primarily on desk-based research or remote data collection
- Applications that describe community engagement in generic or tokenistic terms without providing specific, evidenced examples of non-extractive research practice from prior engagements

10. Application Requirements

Applications must include the following documents, submitted as a complete package. Incomplete applications will not be considered.

10.1 Required Documents

a) Letter of Interest — maximum two pages, setting out why the firm or consortium is specifically suited to this assignment and what distinguishes their approach to HWC hotspot assessment in the Laikipia and Meru context.

b) Technical Proposal — maximum 12 pages excluding annexes, covering:

- Proposed methodology and research design
- Team composition, roles, and how expertise is distributed across the required functional areas
- Approach to community entry, indigenous knowledge documentation, and non-extractive research practice
- Proposed workplan with phasing, milestones, and explicit account of the NACOSTI ethics clearance timeline
- Identification of key risks to the study and proposed mitigation strategies

c) Financial Proposal — itemised budget in KES, clearly distinguishing:

- Professional fees by team member and role, with daily rates and days of effort specified
- Field data collection costs including enumerator recruitment, training, and supervision
- Travel and subsistence costs across all five target sites
- Community liaison partner compensation, explicitly budgeted at a fair and respectful level
- GIS, data management, and analysis costs
- Community feedback and validation workshop costs
- Any other direct costs with justification

d) Curriculum Vitae for all proposed team members including relevant qualifications, summary of HWC and conservation field experience, and a list of five most relevant recent publications or technical reports.

e) Two samples of comparable prior work — preferably including at least one HWC assessment or conservation research report conducted in Kenya or a comparable East African context, and at least one piece of work demonstrating the firm's approach to gender analysis or community-led research.

f) Conflict of interest declaration — a signed statement by the lead applicant confirming that no undisclosed conflict of interest exists and committing to immediate disclosure if any conflict arises during the engagement.

11. Assessment and Selection Criteria

All applications will be evaluated through a two-stage process. Stage 1 assesses mandatory threshold requirements on a pass/fail basis. Only applications passing Stage 1 will proceed to Stage 2 for full technical and financial evaluation.

11.1 Stage 1: Mandatory Threshold Requirements

Requirement	Pass Criteria
Advanced degree	At least one team member holds a Master's or PhD in a relevant discipline
Minimum experience	Team leader demonstrates minimum 10 years of applied field research experience
Kenya field experience	Firm demonstrates documented field research experience in at least two of the target or comparable Kenyan landscapes
HWC/conservation expertise	At least one team member demonstrates specific HWC research or management experience in East Africa
GIS and spatial competency	At least one team member demonstrates specific GIS hotspot mapping experience
Gender analysis competency	At least one team member demonstrates experience in gender analysis in pastoral or conservation contexts
Mixed-methods competency	Application demonstrates credible experience in both quantitative and qualitative research methods
Complete application	All required documents submitted

11.2 Stage 2: Technical and Financial Evaluation

Overall Weighting: Technical 75% / Financial 25%

This weighting reflects the complexity and community-sensitive nature of the assignment. The LCA is committed to selecting the firm that offers the strongest methodology, deepest contextual expertise, and most credible spatial and gender analysis within a well-justified and realistic budget.

No.	Criterion	Clause No.
1	Technical approach, methodology, and spatial analysis design	11.2.1
2	HWC expertise and understanding of the Laikipia/Meru landscape context	11.2.2
3	Community-led research approach and gender-sensitive methodology	11.2.3
4	Team composition and relevant experience	11.2.4
5	Understanding of the assignment and assessment context	11.2.5

No.	Criterion	Clause No.
6	Workplan and operational management approach	11.2.6
	Total	—

12. Submission Details and Tentative Timeline

Applicants must complete this application form Application Link and upload all required documents. Incomplete applications will not be considered.

Item	Details
Open Advertisement	3rd July 2026
Close Application	17th July 2026
Interview Week	20th-24th July 2026
Work Commencement	Immediately
Enquiries	finance@laikipiaconservancies.org

www.laikipiaconservancies.org