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TERMS OF REFERENCE

Development of Child-Sensitive Climate and Finance Strategy Consultant

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Thimphu, Bhutan (Remote)
DURATION OF CONTRACT	6 months

Purpose of Assignment

Globally, one billion children, nearly half of the world's 2.2 billion children, face extreme risks to their ability to survive, grow and thrive. The triple planetary crisis of climate change, environmental pollution and biodiversity loss has jeopardized every child's fundamental right to health care, healthy food, safe drinking water and sanitation, uninterrupted learning and protection from all forms of violence. According to the Children's Climate Risk Report 2026 and Global Child Hazard, 89% of children globally are exposed to at least one climate hazard, 19.63% to at least 2 hazards and less than 1% of children are exposed to at least 3 hazards. The climate hazards are mapped against the most frequent threats, including droughts, extreme heat, fires, heatwaves, riverine floods, sand and dust storms and tropical storms.

Although Bhutan is a carbon-negative country, it is also adversely impacted by climate change, including glacial lake outburst floods (GLOFs), landslides, changing precipitation patterns, flash floods, drying of spring sources, heat stress and climate-related health and nutrition risks. Children are disproportionately affected by these impacts due to their developmental, physiological, and social vulnerabilities. More than half, 135,392 out of 204,635 children, in Bhutan are exposed to drought; 24,993 children are exposed to drought; and 7187 children are exposed to drought, fire and heatwave. Moreover, several other factors increase children's vulnerability in Bhutan. Nearly half of children (about 48%) live in severe food poverty, which affects their nutrition and health. Very few children (only 4%) are covered by social protection programmes, limiting families' ability to cope with shocks.

UNICEF Bhutan supports the Royal Government of Bhutan in advancing climate-resilient systems for children, including in the sectors of health, nutrition, water, sanitation and hygiene (WASH), education, social protection, disaster risk reduction, and child protection. Beyond sector-specific interventions, UNICEF support extends to a strategic climate portfolio aligned with Bhutan's NDC 3.0, National Adaptation Plan (NAP), 13th Five Year Plan, and UNICEF's Sustainability and Climate Change Action Plan. However, access to climate finance remains limited, and child-focused priorities are often insufficiently reflected in national climate finance frameworks, policies, investment plans, and financing proposals.

To strengthen climate resilient ecosystems for children and enhance evidence-based planning and resource mobilization, UNICEF seeks to engage an individual consultant to enhance/sharpen/strategize UNICEF's strategic focus on children's climate landscape in Bhutan. Bhutan's climate finance landscape and identify opportunities to mainstream child-sensitive climate considerations into climate finance policies, strategies, and investment mechanisms.

The purpose of this consultancy is to undertake a comprehensive situation analysis and assess existing and emerging climate finance policies, frameworks, and funding landscapes to inform the development of a child-sensitive climate finance strategy for UNICEF. The consultancy will identify and analyse climate financing opportunities, assess their relevance and feasibility, and recommend appropriate financing mechanisms and partnerships to mobilize resources and support the effective implementation of the strategy.

Scope of Work

The consultancy will include four components:

Component 1: Child-Sensitive Climate Risk Analysis and Climate Strategy Development

- Conduct a comprehensive desk review of the existing documents of Bhutan's climate risks and their impacts on children, including vulnerabilities related to health, nutrition, education, water, sanitation, child protection, and disaster resilience.
- Review relevant national climate, environmental, and development policies and assess their alignment with child rights, equity, and resilience objectives.
- Undertake stakeholder consultations with government agencies, development partners, civil society, academia, and youth to identify priorities for child-centered climate action.
- Develop a UNICEF Bhutan Child-Sensitive Climate Strategy that outlines strategic priorities, outcomes, pathways for impact, and UNICEF's comparative advantage in addressing climate risks affecting children.

Component 2: Climate Finance Landscape Assessment and Gap Analysis

- Review existing and emerging climate finance policies, frameworks, institutional arrangements, and investment priorities relevant to climate action in Bhutan.
- Map climate finance stakeholders, funding flows, financing instruments, and governance mechanisms at national and international levels.
- Assess the extent to which current climate finance allocations, programmes, and investments address child vulnerabilities and climate resilience outcomes.
- Identify policy, institutional capacity, and financing gaps and recommend measures to strengthen child-sensitive climate finance planning and decision-making.

Component 3: Climate Financing Opportunities and Partnership Assessment

- Identify and analyse climate financing opportunities from multilateral climate funds, bilateral partners, development finance institutions, philanthropic organizations, foundation and private sector sources.
- Assess the relevance, accessibility, and feasibility of financing opportunities in relation to UNICEF Bhutan's climate and child-focused programming priorities.
- Evaluate innovative financing mechanisms, blended finance approaches, and partnership models that could support scaled investments in child-sensitive climate action.
- Map and identify at least 30 strategic partnerships and resource mobilization opportunities to strengthen climate financing for children's resilience, adaptation, and sustainable development outcomes.

Component 4: Child-Sensitive Climate Finance Strategy and Implementation Roadmap

- Develop a Child-Sensitive Climate Finance Strategy that translates UNICEF Bhutan's climate priorities into an actionable financing framework. Strategies may vary but not limited to accessing climate finance (Grants), mobilizing domestic resources, and innovative financing.
- Define priority investment areas, financing pathways, resource mobilization targets, and partnership approaches to support implementation of the climate strategy.
- Develop an implementation roadmap that outlines key actions, timelines, institutional roles and responsibilities, and coordination mechanisms.
- Establish a monitoring, evaluation, and learning framework with indicators to track climate finance mobilization, allocation, and results for children.

Related document links

- UNICEF strategic Plan 2026-2029
- UNICEF Framework for Child Nutrition and Climate Action

- Children's Climate Risk Report 2026
- UNICEF Sustainability and Climate Change Action Plan 2023-2030
- The Heat is on- Climate Resilient Education System in Bhutan
- Climate Landscape Analysis for Children, Bhutan 2025 CLAC final report.pdf
- NDC 3.0 2025 Third NDC (Provisional)_10 November.pdf

Work Assignments Overview	**Deliverables/Outputs**	**Delivery deadline to complete the deliverable**
Prepare an inception report that outlines the consultancy approach, methodology, analytical framework, stakeholder engagement plan, work schedule, data collection tools, and key deliverables.	Inception report	20 December 2026/ 3 days
Prepare an inception report that outlines the consultancy approach, methodology, analytical framework, stakeholder engagement plan, work schedule, data collection tools, and key deliverables.	Component 1: Child-Sensitive Climate Risk Analysis and Climate Strategy Document	26 February 2027/ 10 days
Conduct a comprehensive assessment of Bhutan's climate finance landscape, analysing policies, institutions, financing flows, and funding opportunities; identify gaps and recommend child-sensitive financing strategies, partnerships, and resource mobilization pathways for climate resilience.	Component 2: Climate Finance Landscape Assessment and Gap Analysis Component 3: Climate Financing Opportunities and Partnership Assessment	15 April 2027 / 11 days
Develop a Child-Sensitive Climate Finance Strategy, identifying investment priorities, financing pathways, partnerships, implementation actions, and monitoring frameworks to mobilize resources and strengthen climate outcomes for children.	Component 4: Child-Sensitive Climate Finance Strategy and Implementation Roadmap	28 May 2027/ 12 days

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are

responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

- Education:
    - Master's degree in environment engineering, climate change, climate finance, economics, sustainable development, or relevant fields
- Work Experience:
    - At least 7 years of relevant professional experience in conducting assessment, situation analysis and development of climate strategy, policy briefs, climate finance mechanism and strategy.
- Language requirement:
    - Advance level of English both spoken and written
- Skills:
    - Knowledge and skills related to development of climate Strategy.
    - Demonstrated experience in accessing climate finance in social sectors.
    - Stakeholder engagement and coordination skills with multiple stakeholder agencies, including government, CSOs, UN agencies, IFIs, Trust Funds and others.
    - Strong analytical, writing and communication skills.
    - Ability to prepare publications, reports and presentations.
    - Ability to manage and work with a multidisciplinary and multicultural team.

Desirables:

- Prior experience with similar assignments completed for UN or the Government would be an advantage