



TERMS OF REFERENCE: Jurisdiction and Landscape Analysis (JA/LA) Consultant

Location: Uganda (Busia and Namayingo Districts)

Status: Consultant

Deadline: April 8, 2026

Duration: Approximately 35 days

Overview

The objective of this consultancy is to conduct a jurisdictional and landscape analysis in Busia and Namayingo districts, including assessments of underlying drivers and governance systems, to generate evidence-based recommendations for implementing a multi-stakeholder jurisdictional approach to ASGM formalization and environmental management.

About IMPACT

IMPACT transforms how natural resources are managed in areas where security and human rights are at risk. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an independent non-profit, collaborating with local partners for lasting change.

IMPACT is headquartered in Ottawa, Canada and has offices in the Democratic Republic of Congo, Uganda, and Côte d'Ivoire as well as representation in Burkina Faso and Mali. IMPACT also has programming in Zimbabwe and Kenya.

About planetGOLD Uganda

The planetGOLD Uganda project is funded by the Global Environment Facility (GEF) and implemented by the United Nations Environment Programme (UNEP). In Uganda, IMPACT is the executing agency, in partnership with Uganda's National Environment Management Authority (NEMA) and the Directorate of Geological Survey and Mines (DGSM) under the Ministry of Energy and Mineral Development.

The project works with mining communities to reduce the use of mercury in artisanal and small-scale gold mining (ASGM) while improving environmental management and the livelihoods of mining communities. Uganda is part of a global programme implemented in more than 23 countries. Learn more: <https://www.planetgold.org/uganda>

The project aims to pilot a jurisdictional and multi-stakeholder approach in selected ASGM districts. This requires a comprehensive jurisdictional and landscape analysis to better understand governance dynamics, environmental pressures, and underlying drivers affecting mining landscapes.

Scope of Work

The consultant will undertake the following tasks:

Task 1: Inception and Methodology Development

The consultant will:

1. Develop an inception report outlining the methodology, work plan, and tools to be used for conducting the jurisdictional and landscape assessments.
2. Identify key stakeholders including:
 - a. DGSM
 - b. NEMA
 - c. District Local Governments
 - d. Mining associations
 - e. Community leaders
 - f. Civil society organizations and development partners.
3. Review relevant project documents including the Project Document (ProDoc) and technical materials relevant to landscape assessment approaches.

Task 2: Conduct an Underlying Drivers Assessment

The consultant will conduct an Underlying Drivers Assessment to identify key social, environmental, economic, and governance drivers influencing ASGM practices in the target districts.

The assessment will include:

- 1) Conducting directed focus group discussions with miners, community members, and local authorities.
- 2) Carrying out structured surveys with key stakeholders.
- 3) Undertaking desk-based research reviewing existing reports, studies, and policy documents.
- 4) Identifying root causes of environmental degradation, unsustainable mining practices, and barriers to sustainable landscape management.
- 5) Analysing relationships between land use, mining activities, governance systems, and environmental outcomes.

Task 3: Conduct Governance Assessment Using the LandScale Tool

The consultant will conduct a Governance Assessment using the Sustainable Landscape Rating Tool developed by LandScale.

The assessment will include:

1. Applying the LandScale methodology to evaluate governance performance within the target landscape.
2. Assessing governance indicators including:
 - a. Institutional coordination
 - b. Policy enforcement
 - c. Stakeholder participation
 - d. Environmental management systems
 - e. Transparency and accountability.

3. Conducting consultations with district authorities and national agencies.
4. Analysing governance structures influencing ASGM operations within the jurisdiction.
5. Producing a governance assessment report identifying strengths, gaps, and opportunities for improvement.

Task 4: Validation Workshop in Busia

The consultant will support the organization and facilitation of a stakeholder validation workshop in Busia District.

Activities include:

1. Preparing presentations summarizing key findings from the Underlying Drivers Assessment and Governance Assessment.
2. Supporting facilitation of a one-day workshop involving:
 - a. District authorities
 - b. National institutions
 - c. Mining associations
 - d. Community representatives
 - e. Project partners.
3. Documenting feedback and recommendations from stakeholders.
4. Incorporating stakeholder feedback into the final analysis.

Task 5: Development of a Jurisdictional Action Plan

Based on the findings of the assessments and consultations, the consultant will support the development of an action plan to guide the implementation of the jurisdictional ASGM approach.

Activities include:

1. Facilitating meetings with key stakeholders to identify priority actions.
2. Developing an action plan outlining priority intervention, including:
 - a. Governance improvements
 - b. Environmental management measures
 - c. ASM formalization support
 - d. Stakeholder coordination mechanisms.
3. Defining implementation responsibilities, timelines, and monitoring indicators.
4. Providing technical input during meetings dedicated to action plan development.

Expected Deliverables

The consultant will produce the following deliverables:

1. **Inception Report**
 - a) Methodology and work plan
 - b) Stakeholder mapping.
2. **Underlying Drivers Assessment Report**
3. **Governance Assessment Report (LandScale Tool)**
4. **Workshop Presentation Materials and Workshop Report**
5. **Jurisdictional Action Plan**
6. **Final Consolidated Landscape Analysis Report**

Required Qualifications

The consultant should have:

- A degree in Natural Resource Governance, Environmental Policy, Law, Public Administration, or related field.
- At least 3 years of experience in ASM, natural resource governance, or landscape assessments.
- Experience conducting jurisdictional or landscape-level analysis.
- Familiarity with governance assessment tools such as LandScale or similar frameworks.
- Strong understanding of Uganda's mining governance framework.
- Demonstrated experience facilitating stakeholder consultations and workshops.
- Excellent research, analytical, and report-writing skills.

To Apply

Send the following information by email to jobs@impacttransform.org by **April 8, 2026**

1. Curriculum vitae (maximum 3 pages)
2. Sample of relevant writing
3. Preferred daily rate

In the subject of the email please state: the position you are applying for and your name.

We thank all candidates but only those selected for an interview will be contacted. Due to the volume of applications received, we ask that you do not follow up on your application.