



**REPUBLIC OF MOZAMBIQUE  
MINISTRY OF STATE ADMINISTRATION AND PUBLIC SERVANT  
MOZAMBIQUE URBAN DEVELOPMENT AND DECENTRALIZATION PROJECT**

**PROJECT MANAGEMENT UNIT - PMU  
Project ID N.º P163989 – Grant N.º IDA-D6490**

**REQUEST OF EXPRESSION OF INTEREST – FIRMS  
SELECTION**

**Reference N.º – MZ-MAEF-296215-CS-QCBS**

**CONSULTANT SERVICES FOR  
TECNHICAL REVIEW OF THE TERRITORIAL PLANNING  
LEGISLATIVE PACKAGE AND THE URBAN LAND REGULATION**

1. The Government of Mozambique, represented by the Ministry of State Administration and Public Servant (MAEFP) has received financing from the World Bank, toward the cost of the Mozambique Urban Development and Decentralization Project. This activity is part of Component 1 which is implemented by the Ministry of Works, Housing, and Water Resources in collaboration with the Ministry of Land and Environment and intends to apply part of the proceeds for procurement the Consultant Services to undertake technical review of the Legislative Package on Territorial Planning.
2. The country approved through Resolution No.18/2007 of 30 May, the Territorial Planning Policy and Law No.19/2007 of 18 July, on Territorial Planning - LTP, instruments that seek to establish the main guidelines and fill gaps now existing in the exercise of the organization and management of land in the country, and Decree No. 60/2006 of 26 December, on the Regulation of Urban Land. The Law proceeded with the legal framework of the Territorial Planning Policy and established the bases of the legal regime of Territorial Planning (TP) instruments, with a view to ensuring rational and sustainable occupation and use of natural resources, promoting national cohesion, enhancing the various potentials of each region, improving housing conditions, infrastructure, urban systems and the safety of populations most vulnerable to natural disasters.
3. The scope of the Technical Review included but are not limited to the following main task:

- *Review of the Territorial Planning Policy (Resolution n°18/2007 of 30 May);*
  - *Review of the Territorial Planning Law (Law n° 19/2007 of 18 June);*
  - *Review of the Regulation of the Territorial Planning Law (Decree n° 23/2008 of 1 July); and*
  - *Review of the Urban Land Regulation (Decree n° 60/2006 of the 26th December).*
4. The detailed Terms of Reference (TOR) for the assignment can be found at the following website: <https://www.pdul.gov.mz/Anuncios/Concursos> or should be requested by E-mail at the address given below.
  5. The MAEFP – PDUL/PMU now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting experience criteria are: **(i) Preparation of legal provisions of a legal nature (ii) Elaboration and implementation of territorial planning and land management instruments and (iii) Conduct public consultations.** The main specialists will not be evaluated in the pre-selection phase.
  6. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, revised November 2017 and August 2018, setting forth the World Bank’s policy on conflict of interest.
  7. Consultants may associate with other firms to enhance their qualifications, in the form of a consortium or a sub consultancy but should indicate clearly whether the association is in the form of a joint venture and or sub consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.
  8. A Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method set out in the World Bank Procurement Regulations.
  9. Further information can be obtained at the address below during office hours **09H00am to 03H00pm** Mozambique Time. The ToR and other relevant project documents can be found at <https://www.pdul.gov.mz/concursos>.
  10. Expressions of interest in English must be delivered in a written form to the address below (in person, or by mail or by e-mail) by **02 September, 2022, at 3:00 pm.**

Ministry of State Administration and Public Servant  
Mozambique National Urban Development and Decentralization  
Project Management Unit – Procurement  
COWORKLAB–02Office  
Rua 1301, no 61, Sommerschield, Maputo  
<https://coworklab.net/cowork/cowork-lab-2/?lang=en>  
Email: [procurement@pdul.gov.mz](mailto:procurement@pdul.gov.mz)



REPUBLIC OF MOZAMBIQUE

**MINISTRY OF STATE ADMINISTRATION AND PUBLIC SERVICE**  
**PROJECT MANAGEMENT UNIT - PMU**

**URBAN AND LOCAL DEVELOPMENT PROJECT**

**TERMS OF REFERENCE**

**CONTRACTING CONSULTING SERVICES FOR:**

**TECHNICAL REVIEW OF THE LEGISLATIVE PACKAGE FOR TERRITORIAL PLANNING  
AND URBAN LAND REGULATION**

**Concurso MZ-MAEFP- 296215-CS-QCBS**

**Maputo, June 2022**

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## 1. Introduction

The Government of Mozambique has received financing resources in a form of grants to implement the Urban and Local Development Project (PDUL) [www.pdul.gov.mz](http://www.pdul.gov.mz) that was designed with the aim of strengthening institutional performance and providing basic infrastructures and services to participating local entities. The Project effectiveness date 08 October, 2020 with the expected closing date 31 December, 2025.

The PDUL aims to strengthen institutional performance and provide basic infrastructure and services to participating local entities. PDUL is funded by the World Bank (P163989) in the equivalent amount of US\$ 117 million, which became effective in October 2020, and has a closing date of December 31, 2025.

PDUL is structured in components, sub-components: Component 1 - Urban Infrastructure and Municipal Services (US\$92 million); Component 2 - Decentralization Policy Reforms and Institutional Capacity Strengthening (US\$20 million); Component 3 - Project Management (US\$5 million); and component 4 - Contingency Emergency and Recovery (US\$0 million).

The overall implementation of the PDUL is coordinated by the Ministry of State Administration and Public Service (MAEFP), in close collaboration with the Ministry of Economy and Finance (MEF), Ministry of Land and Environment (MTA), Ministry of Public Works, Housing and Water Resources (MOPHRH).

A Project Management Unit (PMU) was established to manage the preparation, implementation and closure of the PDUL. The PMU consists of a Project Coordinator, fiduciary teams (Procurement, Finance, environmental and social safeguards, monitoring and evaluation) including technical managers for maximization of financing for urban development and for COVID-19. The PMU is also supported by senior technical managers, and Provincial Technical Teams (ETPs) in Gaza, Zambezia, Sofala, and Niassa composed of engineers, architects, public finance officers, and officers in social and environmental safeguards, to support, monitor and supervise the implementation of the PDUL in participating municipalities.

## 2. Rationale

The country approved through Resolution No.18/2007 of 30 May, the Territorial Planning Policy and Law No.19/2007 of 18 July, on Territorial Planning - LTP, instruments that seek to establish the main guidelines and fill gaps now existing in the exercise of the organization and management of land in the country, and Decree No. 60/2006 of 26 December, on the Regulation of Urban Land. The Law proceeded with the legal framework of the Territorial Planning Policy and established the bases of the legal regime of Territorial Planning (TP) instruments, with a view to ensuring rational and sustainable occupation and use of natural resources, promoting national cohesion, enhancing the various potentials of each region, improving housing conditions, infrastructure, urban systems and the safety of populations most vulnerable to natural disasters.

The territory, the population that inhabits it and the existing natural resources are dynamic realities, in a process of transformation, which need the discipline that regulates and guides the

process of occupation of space, the territorial planning. As mentioned above, Territorial Planning, due to the dynamic nature of space, must also be dynamic and subject to change over time.

After about 15 years of implementation of the TP Legislation and the Regulation on Urban Land and due to the increasing need for its implementation, several aspects have proved to be inadequate to the changes operated in the socio-economic fabric of the country, requiring adjustments and improvements to respond to the current socio-economic situation of the country and the concerns of safeguarding the public interest.

The activity of Territorial Planning and land management is, by nature, multidisciplinary, and most human activities have spatial implications and, therefore, need a discipline that promotes the concertation of interests of the various stakeholders to ensure the rationalization of the occupation of space and define new guidelines to be followed by public agents and society in general. The implementation of Territorial Planning Instruments (TPIs) still constitutes a challenge and therefore more restrictive measures should be triggered to ensure that the occupation of the territory takes place in an orderly manner and in strict compliance with the law.

Similarly, public spaces in urban centers are places of fundamental importance for citizens to meet, talk and socialize, essential for the humanization of the city. However, in our cities, it is common to see public spaces transformed or occupied for purposes other than those defined by TPIs, in clear violation of the legislation.

It was in this context that the Government of Mozambique, through the Ministry of Land and Environment and with funding from the World Bank, through the Urban and Local Development Project, carried out the [Diagnostic Assessment on the Territorial Planning Legislative Package](#) (Law, Regulation and Policy on Territorial Planning) and the Urban Land Regulation, which contains the national and international Guidelines and Recommendations for the review of the legal framework on Territorial Planning.

The Diagnostic allowed to identify gaps and positive points that need improvement, as well as relevant recommendations to be taken into account in the Review of the Territorial Planning Legislative Package and the Regulations of Urban Land, which will allow to implement a more robust and efficient system of management of the territorial development of Mozambique, facilitate the achievement of the goals of social equality, increased cultural value and sustainability of systems and natural resources of the country and create, in the long term, a system that will allow to advance in the construction of citizenship.

In addition to the Diagnostic of the Territorial Planning Legislative Package, some resources that will serve as a fundamental basis for the consultancy were developed by the MTA, with financial support from the Project, namely:

- Seminar on [National and International Guidelines and Diagnosis of the Territorial Planning Legislative Package](#); and
- [Technical Guides](#) for Territorial Planning and Urban Land Management

### 3. Purpose of the Consultancy

The consultancy will support the Mozambican Government, through the Ministry of Land and Environment in the review of the Legislative Package on Territorial Planning.

Specifically, the consultancy is expected to undertake the following activities and stages:

- Review of the [Territorial Planning Policy](#) (Resolution n°18/2007 of 30 May);
- Review [of the Territorial Planning Law](#) (Law n° 19/2007 of 18 June);
- Review of the [Regulation of the Territorial Planning Law](#) (Decree n° 23/2008 of 1 July);and
- Review of the [Urban Land Regulation](#) (Decree n° 60/2006 of the 26th December).

### 4. Scope of the Consulting Services

The consultancy will be responsible for the following activities and products:

#### Activity 1: Workshop and Work Plan

In a first phase, the consultant must (i) analyze the contents of the recommendations contained in the Diagnostic Report on the Legislative Package for Territorial Planning and add questions that are missing from the document, (ii) prepare the contents that will be subject to public consultation, (iii) define the mechanisms for how public consultations will be structured, including the use of digital platforms (zoom, skype and others) for greater public engagement in the process, (iv) prepare the work plan, (v) prepare the proposal of the list of participants for the Workshop, and (iv) organize a Workshop with several actors, to present the content proposal and alignment.

#### ***Deliverables:***

- *Workshop Report with a summary of contents for the simultaneous Public Auscultation of the four legal provisions (Policy, Law, Territorial Planning Regulation) and the Urban Land Regulation, containing the contributions of the various actors;*
- *Work Plan containing the methodology of how public consultations will be structured.*

#### Activity 2: Conduct Public Consultation on the Legislative Package for Territorial Planning

In order for the process of public consultation on the Legislative Package for Territorial Planning to be broadly participatory, the consultancy must (i) develop a communication strategy to create a

favourable environment for consultation work, (ii) define the roadmap for the consultation process to ensure the participation of all stakeholders, (iii) communicate the consultation plan to the target groups, namely; community-based structures, civil society organizations, the private sector, teaching and research institutions, government entities at central, provincial and local authority levels, (iv) disseminate the objectives, methodology, communication strategy and work plan , and (v) mobilize and train the main key actors that will be selected by the different key actors that will be part of the consultation process;

To this end, the consultancy in its communication strategy should establish a clear roadmap of the process, map the social actors and develop key messages capable of attracting and captivating the interest of the different constituencies to actively participate in the consultations and debates on the themes and principles in consultation which will be subject to review;

The consultation sessions should take place in the provincial capitals, developed in different formats, such as seminars/conferences, decentralized and national discussion work sessions, announced at least 15 (fifteen) days in advance through various means such as: press, television and radio programmes, public announcements, and social platforms.

Thus, the citizen framed through the different forms of composition of interests: family, community, association, neighbourhood, company, etc., public institutions in their various dimensions, as well as the group of social actors that can be designated " national or local personalities (province/municipality), political, academic, business, cultural, professional, thematic groups that bring together institutions and national personalities with knowledge, experience and interest in selected topics of policy and legislation on Territorial and Urban Land Management. Thus, we will have the following groups and listening spaces through which different techniques and instruments will be articulated:

**Territorial Planning Actors and other target groups**

Target group?	Who?	Where?	Means and Instrument?
Public	Citizens (individuals)	In the media (TV, radio, newspaper, etc.) - Dedicated online spaces	List of short questions and answers
	Traditional and community leaders	Dedicated online spaces	List of short questions and answers
Institutions	State-Non-State (civic associations, socio-professional associations, academic institutions, consultancies and service providers in the sector of urban planning, land	Workplace	Socialization work session  Discussion work session

	regularization, engineering, environment sector. etc.)		
Interest groups	Associates (Associates of Architects) Associates -Students Civil society	Work/study place  Workplace	Discussion work session
thematic groups	Institutional actors and national personalities	Workplace	Socialization work session Discussion work session
Personality	National personalities - Local personalities (province and municipality)	Workplace	Socialization work session  List of Questions

To facilitate the process of public consultations at the district level and at lower levels, the consultancy should create and establish a permanent dedicated online space, prepare debate contents for in-depth discussion, with specific questions and answers to receive contributions via platforms (zoom, skype and others) by the different social segments.

**Products:**

- *Simultaneous Public Consultation Report of the four legal provisions (Policy, Law, Territorial Planning Regulation) and the Urban Land Regulation, containing a summary of contributions from all constituencies, including contributions via online, Minutes of consultations and list of participants.*

**Activity 3: Technical Review of the Legislative Package for Territorial Planning (Policy, Law and Regulation) and of the Urban Land Regulation.**

After the public consultations, the preliminary version of the new legislative package will be prepared, integrating all territorial development scenarios, institutional reform, contributions from public consultations and other relevant documents, with greater focus on the recommendations of the Diagnosis of the Legislative Package for Territorial Planning, which between several aspects stand out:

- a) the alignment of the Territorial Planning Law and the Land Law;
- b) the alignment of the Spatial Planning Law Regulation and the Land Law Regulation;

- c) aggregation of the Spatial Planning Law Regulation into a single legal document with the Urban Land Regulation.
- d) the integration into the legal framework of the Territorial Planning Instruments at the district level (Article 31 of the RLOT) regarding the preparation of PEU, PGU/PPU and PP for urbanized areas in District Headquarters and establishing the respective competence for approval.
- e) the review and improvement of the Chapter on infractions referring to fines/penalties to give greater power to the entity that oversees the area of territorial planning to duly sanction violators.
- f) the definition of a committee to monitor the process of elaboration of the Territorial Planning Instruments referred to in subparagraph b) of point 5 of Article 10 of the Regulation of the Territorial Planning Law, its composition, attributions, etc., as well as in subparagraph c) of Article 40 of the same legal provision.
- g) the review and improvement of point 2 of Article 8 on deadlines for the initiation, elaboration, and conclusion of territorial planning instruments.
- h) the definition of mandatory/responsibility for the preparation of General/Partial Urbanization Plans or Detailed Plans for private entities holding DUATs for large tracts of land before the concession.
- i) the introduction of point 5 in Article 11 (Opinion of Compliance) to establish the consequences when the opinion of compliance is not issued within the period stipulated in number 4;
- j) integration into the Legislative Package for Territorial Planning, legal concepts and state philosophy that support the action of public bodies, and clearly parameterize the action, the individual or collective private actors in the scope of territorial planning;
- k) review of the gaps in the Territorial Planning Framework regarding the elements of the ideal legislative vision that are not included in the Mozambican package and the elements that must be improved in the light of the concepts that support the ideal vision in the different aspects of (i) legal dimension, structure legal and state philosophy, (ii) ecological and cultural dimension, (iii) socio-economic and financial dimension, (iv) citizen participation dimension, (v) institutional administrative dimension, and (vi) technical dimension, collecting and integrating all the elements and instruments that allow the participation of actors at all levels in the materialization of public objectives within the scope of territorial planning;
- l) simplification of the Territorial Planning Law (LOT) and the respective Territorial Planning Instruments (IOT) at the different levels of governance
- m) integration of territorial planning in the context of the administrative decentralization of the Country;
- n) Alignment with the National Land Policy under review, considering that the rapid population growth results from the strong pressure on land and the increase in demand

for services and basic infrastructure, where the competent authorities at the various territorial and municipal levels must anticipate through adequate territorial planning and organization, reserving areas for the implantation, expansion and maintenance of existing social and productive infrastructures, as well as for their future expansion.

***Products:***

*Preliminary report (draft) of the proposed legal instruments, namely:*

- *Territorial Planning Policy;*
- *Territorial Planning Law;*
- *Regulation of the Land Management Law and Urban Land Regulation in a single legal instrument.*

Each report must consist of an executive summary of the proposed changes to revision.

**Activity 4: Public Consultations for the Presentation of the Preliminary Version of the Legislative Package for Territorial Planning**

This stage comprises holding provincial seminars with the main stakeholders, for the presentation of the document produced based on the Diagnosis, including all contributions obtained via online and during provincial public consultations.

All sessions must be previously announced with a minimum period of 15 (fifteen) days.

***Products:***

- *Report with proposals for new instruments (Policy, Law, Regulations of the Spatial Planning Law that integrates the Urban Land Regulation, including Minutes of the consultations and list of participants;*

**Activity 5: Final Revision of the Legislative Package for Spatial Planning with integration of the Urban Land Regulation in a single legal instrument.**

The final document will be commented by the client and all interested parties, incorporating the recommendations, contributions collected via online and public consultations.

***Products:***

- *Final Report on the New Legislative Package for Spatial Planning (Policy, Law and Spatial Planning Regulation integrating the Urban Land Regulation in a single legal document.*

**Activity 6: Presentation and Submission to Parliament of the new Legislative Package for Spatial Planning (Policy, Law and Regulation of Territorial Planning that integrates the Urban Land Regulation.**

- (i) Presentation (2 hours of time) - The consultant must make the presentation of the Legislative Package to the Technical Council and Advisory Council of the MTA;
- (ii) Presentation (2 hours of time) - Presentation to the Consultative Councils of the following Ministries: MAEFP, Agriculture, Mineral Resources, Transport and Energy, MOPHRH, MEF and Sea and Borders;

After the presentations at the level of sovereign bodies and inclusion of all comments in the final document, on the new Legislative Package for Territorial Planning, the MTA will submit it to the following collegiate bodies of the Legislative Power:

- Council of Ministers for approval of the Policy and Regulation of the Law of Spatial Planning integrating the Urban Land Regulation into a single legal instrument.
  - Assembly of the Republic for consideration and approval of the new Spatial Planning Law;
- (iii) During the approvals process - the consultant may assist the MTA on possible requests for clarifications and revisions.

***Products:***

*Report of Ministerial Presentation Sessions (containing contributions and recommendations)*

*Submission and Approval of New Legal Instruments:*

- *Territorial Planning Law;*
- *Spatial Planning Policy;*
- *Regulation of the Territorial Planning Law that integrates the Urban Land Regulation into a single legal provision.*

**Activity 7: Dissemination of the New Legislative Package for Spatial Planning that integrates the Urban Land Regulation into a single legal instrument**

After the approval by Parliament and after publication in the Bulletin of the Republic by the Assembly of the Republic of the new legal provisions, the process of dissemination of the same will be supported by carrying out the following activities:

- Provincial seminars;
- Seminar to be held in Maputo.
- Dissemination through traditional media, such as national and community radios; Television and print;
- Dissemination through Social networks (through the opening of virtual spaces especially dedicated to the dissemination of the legal texts).

***Products:***

*Dissemination report on the new Legislative Package for Spatial Planning (Policy, Law and Territorial Planning Regulation that integrates the Urban Land Regulation in a single package.*

**5. Schedule of work**

The consultancy will be contracted for a period of 2 (two) years. In Year 1, it should mainly focus on the following activities: (i) **Activity 1** - Workshop and Work Plan, (ii) **Activity 2** - Conducting public hearings and (iii) **Activity 3** - Technical Review of the Legislative Package for Spatial Planning (Policy, Law and Regulation) and the Urban Land Regulation added to the Territorial Planning Regulation.

**In year 2**, the consultancy will carry out subsequent activities, namely: (iv) **Activity 4** – Conducting public consultations to present the Preliminary version of the new Legislative Package for Spatial Planning, containing the contributions of the Public Consultations, online contributions and the Diagnostic the Legislative Package for Territorial Planning; (v) **Activity 5** - Final Review of the Legislative Package for Spatial Planning, which integrates the Urban Land Regulation, (vi) **Activity 6** – Presentations, and assistance in the submission by MTA for Approval of the New Legislative Package for Spatial Planning (Policy, Law and Regulation of the Territorial Planning that integrates the Urban Land Regulation); (vii) **Activity 7** – Dissemination of the New Legislative Package for Spatial Planning that integrates the Urban Land Regulation in a single legal instrument.

The consultancy will be contracted for a period of **2 (two) years**, with an estimated effort level of 72 person / month, with the key consultant working in an intermittent basis (not fully engaged during the 24 months, contract period).

## 6. Delivery and Payment Schedule

The delivery and payment schedule will be made upon approval by the client, the Ministry of Land and Environment, of the final version of the proposed products, observing the following schedule:

Year	Tasks	Schedule												Total Schedule
		h 1	h 2	h 3	h 4	h 5	h 6	h 7	h 8	h 9	h 10	h 11	h 12	
<b>Year 1</b>														
1	Top Report with summary of contents for Public Listening and Work Plan	█	█	█										10%
2	Hearing Report				█	█	█	█	█	█				25%
	Evaluation of the Activity Report 2										█			
3	Primary proposal report by: Spatial Planning Policy; Spatial Planning Law; and Revision of the Land Management Law and Urban Land Regulation in a single legal instrument											█	█	15%
<b>Year 2</b>														
	Evaluation of the Activity Report 3	█												
4	Report of Public Hearings for Presentation of the Preliminary Version of the New Legislative Package for Spatial Planning		█	█	█									20%
	Evaluation of the Activity Report 4					█								
5	Final review report of the new Legislative Package for Spatial Planning integrating the Urban Land Regulation						█	█						10%
6	Report of Ministerial Presentation Sessions (containing contributions and recommendations incorporated in the Legal instruments)								█	█	█			10%



## 7. Contract Conditions

The consultant firm must contribute at least 50% of the technical team, including the team coordinator. The lead consultant firm's team may be a staff member of the consultant firm or may be hired on the market, but will be contractually part of the consultant firm supervised and paid by the consultant firm. All documentation must be presented in the technical proposal as evidence of this engagement.

## 8. Responsibilities

The MTA, through the Technical Unit to be created in the National Directorate of Land and Territorial Development, will be responsible for receiving, analysing, and producing technical opinions related to the various phases of the consultancy's development and monitoring the consultations with the different stakeholders.

The UGP, in coordination with the Technical Unit, will be responsible for monitoring the progress of the work, organizing, and facilitating public consultation meetings, as well as presenting the preliminary version, facilitating the provision of information, preparing credentials for the consultant firm and proceeding with the payment of products after approval by the Technical Unit.

## 9. Consulting Firm Profile

The tasks covered by the Terms of Reference will be carried out by a consultant firm or consortium with relevant experience in the areas of:

- a) expertise in policy development, all aspects of legislative drafting, review, and analysis, legislation, legislative drafting, legislative procedure, legislative and parliamentary procedure, Mozambican constitutional law, land management, territorial and spatial legislation, applicable regulations, including international treaties.
- b) Expertise on the preparation territorial planning and land management instruments; and
- c) Proven expertise of carrying on of public consultations of legal instruments in a variety of scenarios (including online consultations), to a variety of stakeholders and in different formats (i.e., seminars, conferences).

Key Staff	Description
Team Leader	<ul style="list-style-type: none"><li>▪ Master's in Physical Planning or Territorial Planning, Land Management</li><li>▪ Have a minimum of 10 (ten) years of experience in leading the preparation and revision of territorial planning instruments;</li></ul>

Key Staff	Description
	<ul style="list-style-type: none"> <li>▪ Experience in participating in the review of legal instruments associated with territorial planning will be considered an advantage;</li> <li>▪ Knowledge of Portuguese and English is required.</li> </ul>
Urban Planning Specialist (At least 2 experts)	<ul style="list-style-type: none"> <li>▪ Degree in architecture and/o physical planning, or similar specialities;</li> <li>▪ At least 5 (five) years of work in Territorial Planning programs or projects and land management;</li> <li>▪ At least 3 (three) years of experience in the preparation of Territorial Planning instruments and facilitation of public consultations, especially in public urban or rural development projects;</li> <li>▪ Knowledge of Portuguese language is required.</li> </ul>
Sociologist	<ul style="list-style-type: none"> <li>▪ Degree in Sociology or Social Sciences, Anthropology, or other related areas, it is desirable to have a postgraduate degree in social development;</li> <li>▪ At least 5 (five) years of experience in social impact assessment and management activities or projects, especially in public urban or rural development projects;</li> <li>▪ Proven experience in facilitating public consultations.</li> <li>▪ Good knowledge of Portuguese language.</li> </ul>
Land Management Specialist (at least 2 experts)	<ul style="list-style-type: none"> <li>▪ Degree in Geography, Spatial Planning, Urban Planning;</li> <li>▪ At least 5 (five) years of experience in Land Management activities, especially in public urban projects.</li> <li>▪ Participation in projects or activities related to the revision of legislation within the scope of territorial planning or land management will be considered an advantage.</li> <li>▪ knowledge of Portuguese language is required.</li> </ul>
Environmental lawyer	<ul style="list-style-type: none"> <li>▪ Degree in Law, specialization in Environmental law will be considered an advantage.</li> <li>▪ At least 10 (ten) years of international experience in the drafting of legal provisions and sectoral policies, programs and projects of Territorial Planning and land management.</li> <li>▪ Experience in project development in Mozambique will be considered an advantage.</li> <li>▪ knowledge of Portuguese and English is required.;</li> </ul>
Land specialist lawyer	<ul style="list-style-type: none"> <li>▪ Degree in law, specialization in land management or planning is an advantage.</li> <li>▪ At least 10 (ten) years of experience in the drafting of technical-legal instruments related to legislation and land or territorial planning</li> <li>▪ Experience in facilitating public consultations will be considered an advantage;</li> <li>▪ knowledge of Portuguese is required.</li> </ul>

Key Staff	Description
Urban economics specialist	<ul style="list-style-type: none"> <li>▪ Degree in Economics or Management;</li> <li>▪ At least 5 (five) years of experience in public urban economic projects;</li> <li>▪ Experience in carrying out studies and analysis of social impacts, land valuation and urban economic development projects;</li> <li>▪ knowledge of Portuguese language is required.</li> </ul>
Communication Specialist	<ul style="list-style-type: none"> <li>▪ Degree in Communication, marketing, or related areas</li> <li>▪ At least 5 (five) years of experience in management of online communication/interaction platforms including social media.</li> <li>▪ Experience in the production of communication content in different media (radio, TV, online platforms, social media, banners etc...)</li> <li>▪ knowledge of Portuguese language is required..</li> </ul>