



## Terms of Reference

**Title of Services:** Consultancy for the Development of an Online Thematic Program for Professional Hunters Trained Abroad

**Place of work:** Maputo City

**Duration:** 10 days

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### 1. Contextualization

The Mozambican Association of Safari Operators (AMOS) is implementing a project on Coastal Livelihoods and Climate Resilience (CLCR), participating as a partner of the Biodiversity Foundation (BIOFUND) funded by the Millennium Challenge Corporation (MCC). The MCC in this five-year "compact" aims to reduce poverty and stimulate economic growth and combat the degradation of coastal ecosystems, including the overexploitation of fisheries, so that the most productive ecosystems are restored to function.

AMOS, as a national entity made up of members of Hunting Safari Operators and Professional Hunters, supports the conservation and ecologically sustainable development and use of natural resources, for the benefit of current and future generations of Mozambicans, through the promotion of sustainable and responsible hunting activity.

As part of the implementation of the CLCR, AMOS seeks to strengthen its structure and expand its capacity to mobilize commercial operators to adopt more innovative business approaches to the wildlife economy and community development in its concession areas in the Zambezia+ landscape. To this end, in the first phase of the CLCR, AMOS defined as one of its main objectives, the improvement in the availability of content on the AMOS digital platform related to national legislation, with greater emphasis on Decree No. 52/2021 of 27 July, articles 4, 5, 11 and 14, general information on hunting in Mozambique, geography, culture, and other relevant general information about Mozambique. This aims to ensure that participants are trained on Mozambique's hunting legislation and geography, with valid certification for submission to ANAC in the licensing process.



Thus, AMOS, in coordination with ANAC, intends to promote an online induction course for professional hunters who have obtained licenses abroad, providing them with knowledge about Mozambican legislation and the country's geography, which is a mandatory requirement for the acquisition of the hunting license described in national law, under article 6, of Decree 52/2021 of July 27.

The main objective of this induction is to ensure that foreign-trained professional hunters understand the rules, procedures and legal responsibilities of hunting in Mozambique. In this context, AMOS intends to recruit a consultant lawyer with proven experience in environmental and hunting legislation to:

- Develop an online thematic program on hunting legislation and geography of Mozambique.
- Produce teaching materials, assessment tools and certificates for subsequent upload to the digital platform by the AMOS technical team.

### **3. Scope of Work**

The consultant will be responsible for:

- Carry out a survey of the legal requirements applicable to foreign hunters;
- Develop a training program, in English, consisting of the following modules:
  - Hunting legislation in Mozambique (licensing, hunting areas, permitted species, penalties);
  - Geography and relevant ecosystems (biomes, conservation areas, interactive maps);
  - Administrative and ethical procedures of hunting activity and responsibilities of the hunter guide;
- Produce multimodal teaching materials (handouts, presentations) based on good practices and in close coordination with the AMOS technical team responsible for multimedia production.
- Create assessment instruments (pre-test, post-test, learning verification questionnaires);

- Propose a certificate model and evaluation criteria, to be validated and officially issued by AMOS, in coordination with ANAC.

#### 4. Expected Products

Product	Description	%
Inception Report	Methodology and timeline	30
Syllabus	Thematic modules, lesson plans and teaching materials	30
Assessment tools	Tests, Passing Criteria, and Forms	
Certification system	Certificate templates and issuance protocol	
Final report - after the publication of the course on the digital platform	Summary of activities and results	40

#### 5. Consultant Profile

- Higher education in Law (minimum master's degree) or related areas, with more than 5 years of experience in the academic area;
- Proven experience in hunting legislation, conservation and sustainable use of natural resources;
- Ability to provide online training and develop digital content;
- Knowledge of the geography of Mozambique and ANAC requirements;
- Fluency in Portuguese and English.

**6. Duration:** The contract will have an initial duration of 10 business days, counted from the signing of the contract

#### 7. Supervision

The consultant will report to the AMOS Project Coordinator and maintain dialogue with representatives of ANAC and BIOFUND, as applicable.



## **8. Professional Ethics**

A must have a high level of integrity, commitment, accountability, punctuality and deliver as described in the expected results. He must also demonstrate exemplary conduct, respecting the institutional values of AMOS.

## **9. Contract monitoring**

The consultant will collaborate closely with the AMOS technical team. Regular updates on progress are expected from the consultant. Meetings and communications will be facilitated through emails, virtual and/or face-to-face meetings, as mutually agreed with the AMOS team and the consultant.

## **10. Presentation of the proposal**

Interested parties must submit their expressions of interest, presenting the following documents: (i) The technical and financial proposal (ii) CV (including contact of at least 3 professional references) and (iii) Copy of diplomas or certificates of academic degrees, until 5:00 pm on January 27, 2026 to the e-mail: [oportunidades@amos.co.mz](mailto:oportunidades@amos.co.mz), with the title "**Consultancy for the Development of an Online Thematic Program for Professional Hunters Trained Abroad**".