



Kenya National Highways Authority

Quality Highways, Better Connections

RURAL ROADS FOR ECONOMIC DEVELOPMENT PROJECT (RREDP)

GRANT No.: IDA E5930

TERMS OF REFERENCE (TOR)

CONSULTANCY SERVICES FOR DELIVERY NEEDS ASSESSMENT FOR SOCIO ECONOMIC INFRASTRUCTURE NEEDS ASSESSMENT STUDY FOR COMMUNITIES ALONG THE RURAL ROADS FOR ECONOMIC DEVELOPMENT PROJECT IN NAKURU, KERICHO, BOMET, UASIN GISHU, ELGEYO MARAKWET, NANDI, AND NAROK COUNTIES

TENDER NO. KeNHA/2960/2026

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SECTION 1: BACKGROUND

1.1. General

The Kenya Vision 2030 identifies transport infrastructure as a critical enabler under the Economic Pillar, aimed at reducing the cost of doing business, improving regional connectivity, and unlocking the productive potential of key economic corridors. In particular, the Roads for Rural Economic Development is designed to address persistent challenges of rural accessibility, regional inequality and limited economic integration across the Great Highland and South Rift Lake Region. These regions encompass major agricultural production zones, pastoral communities, cross-county trade routes, education hubs and emerging commercial centres, yet their socio-economic potential remains constrained by fragmented and inadequate transport networks.

The Government of the Republic of Kenya (GoK) has secured a credit from the International Development Association (IDA) towards the cost of the proposed Roads for Rural Economic Development Project (RREDP), hereinafter referred to as “The Project”. The GoK intends to apply part of proceeds from this grant to make eligible payments under the contract for the Consultancy Services for Socio-Economic Infrastructure Needs Assessment Study for communities along The Great Highlands Connectivity and The South Rift-Lake Region Gateway Corridors. The proposed improvements to the identified corridors are to strengthen regional connectivity by upgrading rural road networks and bridges, enhancing access to essential services and facilitating the movement of people and goods. The project involves upgrading and improving roads that collectively form the Roads for Rural Economic Development Project (RREDP), covering approximately 536.6 km of designated roads across Six counties, which are Nakuru, Kericho, Bomet, Uasin Gishu, Elgeyo Marakwet, Nandi, and Narok Counties.

Despite its economic significance, this region continues to experience high generalized transport costs, driven by inadequate and poor road infrastructure, limited network reliability, climate-related disruptions, and weak integration between road, farms, and digital transport systems. These constraints increase vehicle operating costs, travel time, and uncertainty, while limiting access to markets, services, and economic opportunities.

Consistent with the national development priorities, the Project adopts a corridor-based and multimodal approach, integrating road, and digital connectivity interventions to maximize economic returns, improve safety, and enhance resilience. By doing so, the Project operationalizes the strategic objectives of Vision 2030 and Bottom-Up Economic Transformation Agenda (BETA) at the corridor and community levels, translating national policy priorities into implementable, high-impact transport investments.

1.2. Project Description

The Roads for Rural Economic Development Project (RREDP) entails the upgrading of key links within the Great Highlands Connectivity and South Rift–Lake Region Gateway Corridors to all-weather (bitumen) standards. The corridors traverse high-potential agricultural areas across Nakuru, Kericho, Bomet, Uasin Gishu, Elgeyo Marakwet, Nandi, and Narok Counties, serving as critical routes for the movement of tea, dairy, horticultural produce, and livestock, while also linking rural communities to market centres, schools, health facilities, and administrative hubs.

At present, the network consists largely of earth and gravel roads with poor drainage, narrow carriageways, and inadequate geometric standards, resulting in unreliable access, especially during rainy seasons. These conditions constrain agricultural productivity, increase transport costs, and limit access to essential services.

The proposed upgrading will improve connectivity and travel reliability, reduce vehicle operating costs, and facilitate efficient movement of goods and people. The investment is expected to strengthen agricultural value chains, enhance access to social services, improve road safety, and support broader socio-economic integration across the region, while incorporating climate-resilient design and complementary infrastructure such as fibre optic ducts to support digital connectivity.

These Terms of Reference relate specifically to socio-economic needs assessment of communities living within the Roads for Rural Economic Development Corridor. All assessments under this Assignment shall comply with the World Bank Environmental and Social Framework (ESF). Accordingly, the Consultant shall integrate the requirements of ESS1–ESS10 into all the operations and/or analysis including labour management, OHS, climate resilience, GBV/SEA/SH mitigation, biodiversity protection, cultural heritage preservation, VMG inclusion, land acquisition impacts, and stakeholder engagement.

1.3. Location Map

A Location Map illustrating the Project Road alignment, major urban centers, and priority spur road connections has been included herein below and forms part of the Project preparation outputs.

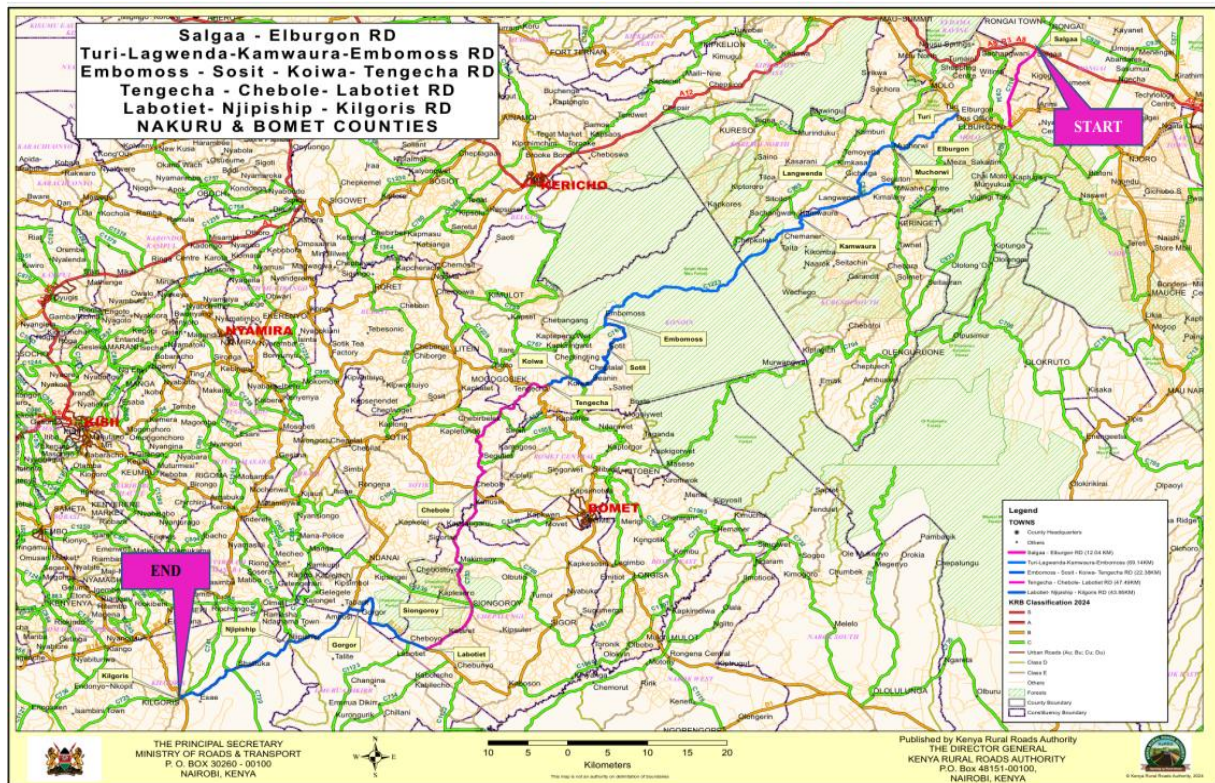


Figure 1 The corridor and road section locations.

1.4. Rationale for the Project

Roads for Rural Economic Development Project is designed to address persistent challenges of rural accessibility, regional inequality and limited economic integration across South Rift Lake Region Gateway Corridor and Great Highlands Connectivity Corridor. These corridors traverse some of Kenya's most agriculturally productive and economically diverse landscapes, spanning Kericho, Narok, Nandi, Uasin Gishu, Elgeyo Marakwet, Nakuru, and Bomet Counties — a region that contributes significantly to national tea, pyrethrum, horticultural, dairy, and maize output, as well as supporting large pastoral and agro-pastoral communities with direct ties to cross-county and cross-border trade routes.

Despite the considerable productive potential of this region, its socio-economic integration remains constrained by fragmented and inadequate transport networks. Major agricultural production zones, pastoral communities, education hubs, emerging commercial centres, and cross-county trade routes remain poorly connected by roads that are either unpaved, severely deteriorated, or structurally inadequate for the volumes and loads they are required to carry. The resulting high transport costs, prolonged travel times, and unreliable access during adverse weather impose a persistent ceiling on the productive capacity, market competitiveness, and quality of life of communities across the two corridors

Upgrading the corridors to all-weather standards will create a reliable transport backbone linking key counties into an integrated economic zone. Reduced travel times and vehicle operating costs will lower the cost of moving agricultural produce, improving competitiveness and reducing post-harvest losses. Enhanced connectivity will expand access to markets, inputs, and services, strengthening value chains in tea, dairy, horticulture, and livestock. Improved roads will also facilitate inter-county trade, enhance access to health and education services, and support digital connectivity, reducing regional inequalities and driving inclusive socio-economic development across the region.

1.5. Packaging of the Project

1. The Great Highlands Connectivity Corridor includes (Kenegut-Nyaru and Kericho-Kenengut Border) road sections – 260.6km
2. The South Rift-Lake Region Gateway Corridor includes (Neissuit - Embomoss and Embomoss-Mariwa) road sections – 276km

Table 1.5: Project Sections

No.	Road Section	Length (Km)	Counties Traversed
1	Kericho - Kenengut Border	110	Kericho, Kisumu, Nandi, Uasin Gishu, Elgeyo Marakwet
2	Kenegut Border - Nyaru	150.6	
3	Neissuit - Embomoss	133	Nakuru, Bomet, Narok
4	Embomoss - Mariwa	143	
Total		536.6	

1.6. Anticipated Socio-Economic Infrastructure

The purpose of the proposed socio-economic infrastructure is to share the project benefits with the local community; as well as improve production units and livestock marketing infrastructure along the corridors within the project area. The project intends to establish themed market hub and road side market facilities, through provision of sites and services, clean water, extending electrification to selected centers, provision of market shades, milk coolers, agro produce exchange centers livestock and pastoral markets in selected locations along the corridor.

The Consultant through stakeholder and community engagements will identify socio – economic infrastructure facilities along the corridor, which will enhance local trading and improve the services being provided at the rest stops. All social infrastructures will be considered depending on the priorities of the communities including vulnerable and marginalized groups and female headed households within the available budget. The type of social infrastructure anticipated under the project includes but not limited to the following:

Table 1.6: Anticipated Socio-Economic Infrastructure

Sector	Strategic Purpose	Development Objective Linkage	Anticipated Infrastructure
Livestock and Pastoral Productivity	Enhance sustainable livestock development and food security	Strengthen climate smart practices to improve productivity and sustainability	Livestock and Pastoral Markets, Climate Smart water and rangeland infrastructure, Milk Cooling plants and other dairy infrastructure
Tourism Development (Eco-Tourism & Nature-Based Tourism)	Unlock eco-tourism potential while preserving environmental integrity	Diversify local economy; increase tourism revenue; promote regional tourism circuits; generate employment	Climate-resilient access roads; visitor reception centers; structured parking; pedestrian pathways; eco-friendly sanitation; solar lighting; internal circulation tracks within parks.
Cultural Heritage Preservation & Promotion	Protect and formalize heritage assets while enabling sustainable tourism	Preserve cultural identity; formalize heritage tourism value chains; support community enterprise	Conservation works; viewing platforms; cultural interpretation centers; archival & digital documentation facilities; community craft markets; security infrastructure.
Health	Improve healthcare access along corridors and high-growth nodes	Reduce travel time to care; improve maternal & child health; support growing economic activity	Upgrading health centers; maternity wings; medical equipment; emergency response access improvements
Education & Skills Development	Strengthen human capital and support sectorial skills	Increase youth employment; support enterprise growth; improve educational outcomes	School rehabilitation; classroom expansion; sanitation facilities; ICT-enabled learning infrastructure; vocational training centers (tourism, hospitality)
Market & Trade Infrastructure	Improve market access and reduce transaction costs	Strengthen rural–urban trade linkages; enhance SME competitiveness	Modern markets; storage & warehousing; agro- and SME trading hubs
Water Supply, Sanitation & Environmental Management	Improve public health and protect sensitive ecosystems	Enhance climate resilience; reduce disease burden; safeguard ecological assets	Community water systems; boreholes; water distribution i.e. piping works; modern sanitation blocks; drainage systems; waste management facilities; shoreline protection; erosion control; water & sanitation facilities

Sector	Strategic Purpose	Development Objective Linkage	Anticipated Infrastructure
Digital Connectivity & Smart Infrastructure	Enable smart transport and digital economy integration	Improve logistics efficiency; enhance corridor management; support digital trade	Fibre optic ducting; ICT hubs; Wi-Fi hotspots; smart ticketing systems; CCTV & monitoring systems; digital tourism platforms
Transport-Related Community Infrastructure	Improve safe access to socioeconomic assets	Enhance safety; strengthen corridor accessibility; integrate tourism and community nodes	Rest Stops; Bus bays; pedestrian walkways; non-motorized transport facilities; road safety enhancements; stormwater drainage;

SECTION 2: OBJECTIVES

2.1. Overall Objective

The overall objective of the assignment is to undertake a comprehensive socio-economic infrastructure needs assessment for communities along the Rural Roads Economic Development Corridor, with a view to identifying, prioritizing, and recommending strategic investments that will enhance inclusive economic growth, improve service delivery, and maximize the socio-economic benefits of ongoing and planned transport infrastructure investments within the corridor.

2.2. Specific Objectives

The specific objectives of the assignment are to:

(a) Assess Socio-Economic Conditions

- (i). Undertake a detailed baseline assessment of socio-economic conditions within the project area, including demographic, economic, and social indicators across Kericho, Nandi, Uasin Gishu, Elgeyo Marakwet, Narok, Nakuru and Bomet counties.
- (ii). Analyze livelihood systems, poverty levels, employment patterns, and economic activities, with particular focus on corridor communities;
- (iii). Map existing infrastructure and service delivery systems across key sectors;
- (i). Identify disparities in access to infrastructure and services, including gender, youth, and vulnerable groups considerations.

(b) Analyze Gaps in Socio – Economic Infrastructure Conduct a comprehensive assessment of existing infrastructure capacity and service delivery gaps across priority sectors, including Livestock and Pastoral Productivity, Tourism, MSMEs and Trade, Agriculture and Value Chains, Education, Health, Water, Sanitation and Hygiene (WASH), Digital Economy / ICT.

- (i). Identify constraints affecting productivity, market access, and value addition;
- (ii). Assess the adequacy, condition, and spatial distribution of infrastructure along the corridor;
- (iii). Identify bottlenecks and missing links limiting the full realization of corridor benefits.

(c) Prioritize Investments

- (i). Develop a prioritization framework for socio-economic infrastructure investments based on economic, social, environmental, and spatial criteria;
- (ii). Identify and rank high-impact and catalytic investments that can unlock economic potential along the corridor;
- (iii). Undertake economic and financial analysis, including cost-benefit considerations where applicable;

- (iv). Propose phased investment plans aligned with short-, medium-, and long-term development horizons;
- (v). Identify opportunities for private sector participation and Public-Private Partnerships (PPPs).

(d) Integrate Environmental and Social Considerations (ESF)

- (i). Ensure that all proposed interventions are consistent with the Environmental and Social Framework (ESF) of the World Bank;
 - (ii). Undertake preliminary environmental and social screening of proposed investments;
 - (iii). Identify potential environmental and social risks and impacts, including those related to land acquisition, livelihoods, biodiversity, community health and safety, resource efficiency, cultural heritage, and Indigenous Peoples, as well as vulnerable and traditional minorities and local communities.;
 - (iv). Recommend appropriate mitigation and management measures in line with applicable Environmental and Social Standards (ESSs);
 - (v). Promote inclusive and participatory planning, ensuring meaningful engagement of stakeholders, including vulnerable and marginalized groups.
-

(e) Identify and Enhance Integrated and Corridor-Based Development Planning

- (i). Analyze linkages between transport infrastructure and sectoral development opportunities;
 - (ii). Promote integrated, cross-sectoral planning approaches that maximize synergies across sectors;
 - (iii). Identify opportunities for cluster development and economic corridors.
-

(f) Develop an Actionable Investment and Implementation Framework

- (i). Prepare a prioritized and costed socio-economic infrastructure investment plan;
- (ii). Develop an implementation roadmap, including institutional arrangements and sequencing of interventions;
- (iii). Identify potential financing mechanisms, including public funding, development partners, and private sector investment;
- (iv). Provide recommendations to support policy, regulatory, and institutional strengthening.

SECTION 3: SCOPE OF SERVICES

The Consultant shall carry out a comprehensive and integrated socio-economic infrastructure needs assessment for communities along the Rural Roads Economic Development Corridor, covering Kericho, Nandi, Uasin Gishu, Elgeyo Marakwet, Narok, Nakuru and Bomet counties. Area of coverage is within 10km radius on either side of the road along the project corridor.

The scope of services shall include, but not be limited to, the following tasks:

3.1. Inception and Mobilization Phase

The Consultant shall:

- a) Review all relevant project documents, including feasibility studies, corridor development plans, county development plans, sector strategies, and policy frameworks;
- b) Conduct preliminary consultations with the Client and key stakeholders to validate the understanding of the assignment;
- c) Refine and finalize the methodology, work plan, and staffing schedule;
- d) Develop a stakeholder mapping and engagement plan, identifying key actors at national, county, and community levels;
- e) Design data collection instruments, including survey tools, interview guides, and focus group discussion templates;
- f) Establish a quality assurance and quality control framework;
- g) Develop a framework for integration of the Environmental and Social Framework (ESF) into all stages of the assignment.

3.2. Task 2: Baseline Socio-Economic and Spatial Assessment

The Consultant shall:

- a) Undertake a comprehensive socio-economic baseline assessment of the project area, including demographic characteristics, income levels, employment patterns, and livelihoods;
 - b) Analyze economic activities and value chains across key sectors, with emphasis on livestock, agriculture, tourism, MSMEs, and trade;
 - c) Assess access to and quality of social services, including education, health, and WASH;
 - d) Conduct a digital infrastructure and connectivity assessment;
 - e) Map existing infrastructure and services using GIS and spatial analysis tools, including transport linkages and service coverage;
 - f) Identify spatial disparities and underserved areas, including remote and vulnerable communities;
 - g) Compile and validate baseline data from secondary sources and primary field surveys.
-

3.3. Task 3: Sector Diagnostics and Gap Analysis

The Consultant shall undertake detailed diagnostics for each priority sector within 10km radius on either side of the project road corridors

(a) Livestock and Pastoral Productivity

- Assess significant barriers to market access; and integration with formal marketing arrangements
- Identify opportunities for value addition and sustainable resource management.

(b) Tourism

- Evaluate tourism assets, infrastructure, and service gaps;
- Identify opportunities for eco-tourism and cultural tourism development.

(c) MSMEs and Trade

- Assess market infrastructure, trade logistics, and enterprise support systems;
- Identify constraints to MSME growth and cross-border trade.

(d) Agriculture and Value Chains

- Analyze agricultural production systems, value chains, and agro-processing infrastructure;
- Identify opportunities for commercialization and value addition.

(e) Education and Health

- Assess infrastructure availability, accessibility, and adequacy;
- Identify service delivery gaps and priority investments.

(f) Water, Sanitation and Hygiene (WASH)

- Evaluate access to safe water and sanitation services;
- Identify infrastructure and service gaps.

(g) Digital Economy

- Assess ICT infrastructure, connectivity, and digital service delivery;
- Identify opportunities for digital inclusion and innovation.

For each sector, the Consultant shall:

- (i). Identify existing infrastructure gaps and constraints;
- (ii). Assess the adequacy, functionality, and distribution of infrastructure;
- (iii). Identify bottlenecks limiting productivity and service delivery;
- (iv). Propose sector-specific interventions.

3.4. Task 4: Integrated Infrastructure Needs Assessment and Prioritization

The Consultant shall:

- a) Consolidate sector findings into an integrated socio-economic infrastructure needs assessment framework;
- b) Develop a prioritization methodology incorporating economic, social, environmental, and spatial criteria;
- c) Identify and rank priority infrastructure investments based on impact and feasibility;
- d) Assess interdependencies across sectors and promote integrated solutions;

- e) Identify catalytic and transformative investments aligned with corridor development objectives;
- f) Undertake preliminary economic and financial analysis of proposed interventions.

3.5. Task 5: Environmental and Social Assessment (ESF Integration)

The Consultant shall:

- a) Conduct preliminary environmental and social screening of identified interventions;
- b) Identify potential environmental and social risks and impacts;
- c) Apply relevant Environmental and Social Standards (ESSs) under the ESF of the World Bank;
- d) Identify potential issues related to:
 - (i). Land acquisition and resettlement;
 - (ii). Livelihood impacts;
 - (iii). Biodiversity and natural resources;
 - (iv). Community health and safety;
 - (v). Cultural Heritage
 - (vi). Vulnerable and marginalized groups;
- e) Propose mitigation measures and management approaches;
- f) Ensure integration of ESF considerations across all sectors and recommendations.

3.6. Task 6: Stakeholder Engagement and Consultations

The Consultant shall:

- a) Conduct structured consultations with key stakeholders, including:
 - (i). National and county governments;
 - (ii). Community representatives;
 - (iii). Private sector actors;
- b) Facilitate focus group discussions and key informant interviews;
- c) Ensure inclusive participation, including women, youth, and vulnerable groups;
- d) Organize stakeholder validation workshops at key stages of the assignment;
- e) Document stakeholder feedback and integrate it into the study outputs.

3.7. Task 7: Development of Investment Plan and Implementation Framework

The Consultant shall:

- a) Prepare a prioritized and costed socio-economic infrastructure investment plan;
- b) Develop a phased implementation strategy (short-, medium-, and long-term);
- c) Identify appropriate institutional arrangements for implementation;
- d) Recommend policy and regulatory interventions where necessary;
- e) Identify potential financing mechanisms, including:

- Public sector funding;
 - Development partner support;
 - Private sector participation and PPPs;
- f) Propose monitoring and evaluation (M&E) indicators and framework.
-

3.8. Task 8: Reporting and Deliverables

The Consultant shall prepare and submit all reports as specified in **Section 8 of this TOR**, including:

- a) Inception Report;
- b) Baseline and Diagnostic Report;
- c) Draft Needs Assessment Report with investment plan and framework;
- d) Final Needs Assessment Report with investment plan and framework;
- e) Stakeholder consultation reports.

All reports shall meet high professional standards and be acceptable to the Client.

3.9. Cross-Cutting Requirements

Throughout the assignment, the Consultant shall ensure:

- a) Application of gender-sensitive and inclusive approaches;
- b) Integration of climate resilience and sustainability considerations;
- c) Use of robust data and evidence-based analysis;
- d) Consistency with national development priorities and World Bank requirements;
- e) Full alignment with the Environmental and Social Framework (ESF)

SECTION 4: DURATION OF SERVICES

4.1. Duration of the Assignment

The assignment shall be carried out over a period of **six (6) months (approximately twenty-four (24) weeks)** from the date of contract commencement.

The Consultant shall mobilize within **two (2) weeks** of contract signature and shall adhere to the agreed work plan and reporting schedule.

4.2. Phasing of the Assignment

The assignment shall be implemented in the following phases:

Table 5.2: Assignment Phases

Phase	Description	Indicative Duration
Phase 1	Inception and Mobilization	2 Weeks
	Baseline and Diagnostic Assessment	6 Weeks
Phase 2	Sector Analysis and Needs Assessment	8 Weeks
Phase 3	Draft Reporting and Validation	6 Weeks
	Finalization and Submission	2 Weeks

The Consultant shall ensure that all activities are completed within the stipulated timeframe and in accordance with the deliverables outlined in **Section 8**.

4.3. Level of Effort

The estimated level of effort for the assignment is **approximately Forty (40) staff-months**, distributed across Key Experts as outlined in **Section 7**.

The Consultant shall:

- a) Allocate adequate staff time to each task to ensure quality and timely delivery;
- b) Ensure appropriate balance between international and national expertise (where applicable);
- c) Optimize deployment of Key Experts across phases of the assignment;
- d) Clearly indicate staff inputs in the proposed work plan.

4.4. Mobilization and Deployment

The Consultant shall:

- a) Mobilize the full team in a phased manner consistent with the work plan;
- b) Ensure the availability of Key Experts at critical stages of the assignment;
- c) Maintain continuity of key personnel throughout the assignment;

SECTION 5: INSTITUTIONAL ARRANGEMENTS

5.1. Client and Implementing Agency

The Client for this assignment shall be the Director General and the Client's Representative shall be the Director, Highway Design and Survey who shall appoint a Project Coordinator.

The Client's Representative shall:

- a) Provide overall guidance and oversight;
 - b) Facilitate coordination with relevant government institutions and stakeholders;
 - c) Review and approve deliverables.
-

5.2. Reporting Arrangements

The Consultant shall report directly to the Project Coordinator. The Team Leader shall serve as the primary point of contact; All communications and submissions shall be channeled through the Team Leader; Progress meetings shall be held at agreed intervals.

5.3. Coordination with Stakeholders

The Consultant shall work closely with:

- a) National Government Ministries, Departments, and Agencies (MDAs);
- b) County Governments of Kericho, Nandi, Uasin Gishu, Egeryo Marakwet, Narok, Nakuru and Bomet.
- c) Community representatives and local stakeholders;
- d) Private sector entities, civil society organizations and development partners.

The Client shall facilitate introductions and access to key stakeholders, while the Consultant shall be responsible for organizing and conducting consultations.

5.4. Roles and Responsibilities

6.4.1 Responsibilities of the Consultant

The Consultant shall:

- a) Carry out the assignment in accordance with this TOR and applicable standards;
 - b) Provide all personnel, equipment, logistics, and resources required;
 - c) Ensure quality and timeliness of deliverables;
 - d) Conduct all activities in compliance with applicable laws and regulations;
 - e) Integrate ESF requirements throughout the assignment;
 - f) Maintain effective communication with the Client and stakeholders.
-

6.4.2 Responsibilities of the Client

The Client shall:

- a) Provide access to available data, reports, and relevant documentation;

- b) Facilitate coordination with government agencies and stakeholders;
- c) Review and provide feedback on deliverables within agreed timelines;
- d) Support organization of stakeholder consultations where necessary.

5.5. Communication and Meetings

The Consultant shall:

- a) Participate in regular progress meetings (physical or virtual);
- b) Provide monthly progress updates to the Client;
- c) Present findings at key milestones, including inception, draft, and final stages.

5.6. Facilities and Logistics

The Consultant shall be responsible for:

- a) Office facilities and operational logistics;
- b) Fieldwork arrangements, including travel and accommodation;
- c) Data collection and survey logistics.

The Client shall not be responsible for providing office space or operational facilities unless otherwise agreed.

5.7. Data and Information Sharing

The Consultant shall:

- a) Maintain proper documentation of all data collected;
- b) Ensure data quality, integrity, and traceability;
- c) Share all data and outputs with the Client in agreed formats.

All data generated under the assignment shall remain the property of the Client.

5.8. Confidentiality and Ethics

The Consultant shall:

- a) Treat all information obtained during the assignment as confidential;
- b) Not disclose any information without prior written consent of the Client;
- c) Ensure that all activities are conducted in an ethical and professional manner.

5.9. Dispute Resolution

Any disputes arising during the implementation of the assignment shall be resolved amicably between the Client and the Consultant in accordance with the provisions of the contract.

SECTION 6: KEY EXPERTS

6.1. General Requirements

The Consultant shall provide suitably qualified and experienced Key Experts required to carry out the assignment in accordance with this Terms of Reference (TOR). The Key Experts shall possess relevant academic qualifications and demonstrated experience in undertaking socio-economic infrastructure needs assessments and sectoral studies.

All Key Experts shall:

- a) Have participated in **at least three (3) similar assignments** in a comparable capacity;
- b) Demonstrate working knowledge and practical application of the Environmental and Social Framework (ESF) of the World Bank;
- c) Possess strong analytical, communication, and reporting skills;
- d) Have experience working in developing countries, preferably in Sub-Saharan Africa;
- e) Be fluent in English (written and spoken).
- f) Experience working in rural, or economically vulnerable communities will be considered an added advantage.

The Consultant shall ensure that all Key Experts are available for the duration of the assignment. Any replacement of Key Experts shall require prior written approval of the Client and shall be subject to qualifications and experience equal to or better than those of the original expert.

6.2. Key Expert Positions and Qualification Requirements

7.2.1 Team Leader / Socio-Economic Infrastructure Specialist (1 Position)

The Team Leader shall be responsible for overall coordination, technical leadership, stakeholder engagement, and quality assurance of all deliverables.

Minimum Qualifications and Experience:

- a) Master's degree in Sociology, Economics, Development Studies, Infrastructure Planning, Regional Planning, or a related field;
- b) Minimum of twenty (20) years post-graduation experience;
- c) At least fifteen (15) years of relevant professional experience in socio-economic infrastructure planning, needs assessments, or development studies;
- d) Demonstrated experience as Team Leader or Deputy Team Leader in at least three (3) similar assignments;
- e) Proven experience in managing multi-sectoral assignments covering sectors such as fisheries, livestock, agriculture, MSMEs, trade, tourism, education, health, WASH, blue economy, or digital economy;
- f) Demonstrated experience in stakeholder engagement with public institutions, communities, and development partners;

- g) Prior experience working on development partner-funded projects, particularly World Bank-funded projects, will be highly desirable.

7.2.2 Sector Specialists (8 Positions)

The Consultant shall provide Sector Specialists covering, at a minimum, the following areas and the minimum academic qualifications for Sector Specialists shall be as summarized in *Table 7.2* below.

Table 7.2: Minimum Academic Qualification for Sector Specialists

No.	Sector Specialist	Minimum Academic Qualification (bachelor's degree in:)
1	Livestock Production and Marketing Specialist	Agricultural Economics or, Animal Science, or related field
2	Tourism Development Specialist	Tourism Management, Hospitality Management, Economics, or related field
3	MSME and Trade Development Specialist	Economics, Business Administration, Commerce, Entrepreneurship, or related field
4	Agriculture and Value Chain Specialist	Agriculture, Agribusiness, Agricultural Economics, or related field
5	Education Infrastructure Specialist	Education Planning, Education Management, Infrastructure Planning, or related field
6	Health Infrastructure Specialist	Public Health, Health planning, Health Systems Management, or related field
7	Water, Sanitation and Hygiene (WASH) Specialist	Civil Engineering, Environmental Engineering, Water Resources Engineering, or related field
8	Digital Economy / ICT Specialist	Information Technology, Computer Science, ICT, or related field

Minimum Qualifications and Experience:

- a) Minimum of fifteen (15) years post-graduation experience;
- b) At least ten (10) years of relevant experience in the respective sector;
- c) Demonstrated experience in sector diagnostics, needs assessments, or feasibility studies is required;
- d) Familiarity with integrated and cross-sectoral planning approaches;
- e) Demonstrated knowledge and application of the World Bank ESF is required.

7.2.3 Environmental and Climate Risk Specialist (1 Position)

The Environmental Specialist shall be responsible for environmental screening, risk assessment, and integration of environmental considerations into the study outputs.

- a) Master's degree in Environmental Science, Environmental Engineering, Natural Resource Management, or a related field;
 - b) Minimum of fifteen (15) years post-graduation experience;
 - c) At least ten (10) years of relevant experience in environmental assessment, climate risk analysis, or sustainability planning within development projects.
 - d) Demonstrated experience in climate vulnerability assessments affecting rural livelihoods and infrastructure sustainability;
 - e) Demonstrated experience in environmental sustainability principles under development partner frameworks, including application of the World Bank ESF is required.
-

7.2.4 Social Development Specialist (1 Position)

The Social Development Specialist shall be responsible for social risk assessment, stakeholder engagement, and inclusion considerations.

- a) Master's degree in Sociology, Social Development, Anthropology, Development Studies or related field;
 - b) Minimum of fifteen (15) years post-graduation experience;
 - c) At least ten (10) years of relevant experience in experience in social analysis, gender mainstreaming, community engagement, and inclusion-focused development programming;
 - d) Demonstrated experience in social risk analysis, community engagement, and preparation of social management measures;
 - e) Demonstrated experience in applying World Bank ESF social standards
-

7.2.5 GIS and Spatial Planning Specialist (1 Position)

The GIS Specialist shall support spatial analysis, mapping of infrastructure gaps, and corridor-based planning.

- a) Bachelor's degree in GIS, Geomatics, Geography, or related field;
 - b) Minimum of fifteen (15) years post-graduation experience;
 - c) At least ten (10) years of relevant experience in spatial data analysis and mapping for development planning or infrastructure assessments;
 - d) Experience in mapping socioeconomic indicators and infrastructure service gaps in multi-county or regional contexts will be considered an advantage;
 - e) Proficiency in recognized GIS software platforms such as ArcGIS or QGIS is required;
-

7.2.6 Socio-Economic Analyst / Statistician (1 Position)

- a) Bachelor's degree in Statistics, Economics, or related field;
- b) Minimum 15 years post-graduation experience;
- c) At least 10 years relevant experience in economic diagnostics, value chain analysis, infrastructure-led economic development, or regional integration assessments;

- d) Experience in multi-sector economic analysis within Sub-Saharan Africa and familiarity with development partner appraisal standards will be considered an asset;

6.3. Key Experts Input Schedule (Staff-Months)

The level of effort for each Key Expert is estimated below. Consultants may propose adjustments based on their methodology, provided that adequate coverage of all tasks is ensured.

Table 7.3: Key Staff Input

No.	Position	No. of Experts	Estimated Staff-Months per Expert	Total Staff-Months
1	Team Leader / Socio-Economic Infrastructure Expert	1	6.0	6.0
2	Livestock Production and Marketing Specialist	1	3.0	3.0
3	Tourism Development Specialist	1	2.5	2.5
4	MSME & Trade Specialist	1	3.0	3.0
5	Agriculture & Value Chain Specialist	1	3.0	3.0
6	Education Infrastructure Specialist	1	2.5	2.5
7	Health Infrastructure Specialist	1	2.5	2.5
8	WASH Specialist	1	3.0	3.0
9	Digital Economy / ICT Specialist	1	2.5	2.5
10	Environmental & Climate Risk Specialist	1	3.0	3.0
11	Social Development Specialist	1	3.0	3.0
12	GIS & Spatial Planning Specialist	1	3.0	3.0
13	Socio-Economic Analyst / Statistician	1	3.0	3.0
	TOTAL	—	—	40

6.4. Support Staff and Non-Key Experts

In addition to the Key Experts specified under Section 7.2, the Consultant shall provide adequate support staff to ensure efficient execution of field activities across the Six project counties. The support team shall include field coordinators, enumerators, data management personnel, GIS assistants, and administrative staff. The Consultant shall ensure appropriate deployment of support staff to enable parallel data collection, effective stakeholder engagement, and timely delivery of outputs. The composition and level of effort of support staff shall be clearly presented in the Consultant's proposal.

The Consultant shall propose a support team including, but not limited to, the following categories of personnel:

Table 7.3: Non-Key Staff Input

Category	Position	Indicative Number	Estimated Staff-Months	Total Staff-Months
Field Coordination	County Field Coordinators	5	3	15
Data Collection	Enumerators / Surveyors	10	3	30
Data Management	Data Manager	1	3	3
GIS Support	GIS Assistant	1	3	3
Community Engagement	Liaison Officers	3	3	9
Administration	Admin/Logistics Assistants	1	6	6
TOTAL		21		66

6.5. Reporting and Coordination

All Key Experts shall report to the Team Leader. The Team Leader shall serve as the primary point of contact between the Consultant and the Client and shall be responsible for:

- a) Coordination of all expert inputs;
- b) Integration and quality assurance of deliverables;
- c) Timely submission of reports.

6.6. Replacement of Key Experts

Replacement of Key Experts shall not be permitted without prior written consent of the Client. Any proposed replacement shall:

- a) Have qualifications and experience **equal to or better than** those of the original expert; and
- b) Be subject to approval in accordance with applicable procurement regulations.

6.7. Client's Input and Facilities

The Client shall facilitate access to relevant data, reports, and stakeholders necessary for the execution of the assignment. However, the Consultant shall be responsible for all logistical arrangements required for the performance of the services.

SECTION 7: REPORTING & DELIVERABLES

7.1. General Requirements

The Consultant shall prepare and submit all reports in accordance with the requirements of this TOR and to the satisfaction of the Client. All deliverables shall be of high professional quality and consistent with international best practices for socio-economic infrastructure planning.

All reports shall:

- a) Be prepared in **English**;
- b) Be submitted in both electronic (MS Word, Excel, GIS formats where applicable) and **three (3) hard copies**;
- c) Include executive summaries suitable for policy-level decision-making;
- d) Clearly document methodologies, data sources, assumptions, and limitations;
- e) Integrate environmental and social considerations in accordance with the Environmental and Social Framework (ESF) of the World Bank;
- f) Be subject to review and approval by the Client.

7.2. Reporting Structure and Responsibilities

- a) The **Team Leader** shall be responsible for overall coordination, consolidation, and submission of all deliverables.
- b) Each **Sector Specialist** shall prepare sector-specific inputs aligned to their thematic areas.
- c) The **Environmental Specialist** and **Social Development Specialist** shall ensure full integration of ESF requirements across all deliverables.
- d) The **GIS Specialist** shall provide spatial analysis, maps, and geo-referenced outputs.
- e) The **Socio-Economic Analyst** shall lead data analysis, modelling, and statistical validation.

7.3. Deliverables and Timeline

The assignment is expected to be completed within **six (6) months**. The Consultant shall submit the following deliverables:

Table 8.3: Deliverables and timeline

Deliverable	Lead Experts	Key Contents	Timeline
Inception Report	Team Leader	a) Detailed understanding of the assignment and objectives; b) Refined methodology and work plan;	Within 3 weeks of contract commencement

Deliverable	Lead Experts	Key Contents	Timeline
		<ul style="list-style-type: none"> c) Stakeholder mapping and engagement strategy; d) Data collection tools and survey design; e) Detailed staffing schedule aligned with proposed staff-months; f) Quality assurance and risk management approach; g) ESF integration framework (environmental and social screening approach). 	
Baseline & Diagnostic Report	Socio-Economic Analyst, Sector Specialists	<ul style="list-style-type: none"> a) Socio-economic baseline of the Roads for Rural Economic corridor counties (Nakuru, Kericho, Bomet, Uasin Gishu, Elgeyo Marakwet, Nandi, Narok); b) Sector-specific diagnostics: <ul style="list-style-type: none"> (i). Livestock Production and Management (ii). Tourism (iii). MSMEs and Trade (iv). Agriculture (v). Education (vi). Health (vii). WASH (viii). Digital Economy c) Infrastructure gap analysis; d) Spatial mapping of existing infrastructure (GIS outputs); e) Identification of key development constraints and opportunities; f) Preliminary environmental and social screening findings. 	Within 8 weeks of contract commencement
Draft Needs Assessment Report	Team Leader	<ul style="list-style-type: none"> a) Integrated socio-economic infrastructure needs assessment; b) Prioritization of infrastructure needs across sectors; c) Identification of catalytic investments and development corridors; 	Within 16 weeks of contract commencement

Deliverable	Lead Experts	Key Contents	Timeline
		<ul style="list-style-type: none"> d) Economic and financial analysis of proposed interventions; e) Environmental and social risk analysis (aligned with ESF); f) Stakeholder consultation outcomes; g) GIS-based mapping of priority investments; h) Preliminary implementation framework. 	
Final Report	Team Leader	<ul style="list-style-type: none"> a) Revised and finalized report incorporating Client and stakeholder comments; b) Final prioritized investment plan; c) Detailed implementation roadmap; d) Institutional and governance recommendations; e) Environmental and social management recommendations; f) Final GIS database and maps; g) Executive summary and policy brief. 	Within 22 weeks of contract commencement
Workshops & Stakeholder Engagement	Social Specialist, Team Leader	<ul style="list-style-type: none"> a) Stakeholder consultation reports; b) Workshop presentations and materials; c) Documentation of feedback. 	Throughout (key milestones at Draft and Final stages)

7.4. Review and Approval Process

- a) The Client shall review each deliverable within **two (2) weeks** of submission;
- b) The Consultant shall address all comments and resubmit revised deliverables within **one (1) week**;
- c) No deliverable shall be considered final until formally approved by the Client.

7.5. Data, Software, and Outputs

- a) All data collected under the assignment shall remain the property of the Client;
- b) The Consultant shall submit all datasets in editable formats (Excel, GIS shapefiles, etc.);
- c) All maps shall be geo-referenced and compatible with standard GIS platforms;
- d) The Consultant shall ensure data quality, traceability, and audit readiness.

7.6. Confidentiality

The Consultant shall treat all data, reports, and outputs as confidential and shall not disclose any information without prior written consent of the Client.

SECTION 8: CLIENT'S RESPONSIBILITIES & DATA PROVISION

8.1. General Responsibilities of the Client

The Client, through the Project Implementation Unit (PIU) of the Roads for Rural Economic Development Project, shall provide overall guidance, coordination, and support to facilitate the successful implementation of the assignment.

In particular, the Client shall:

- a) Provide strategic oversight and ensure alignment of the assignment with project objectives and national development priorities;
 - b) Facilitate coordination with relevant national and county government institutions and stakeholders;
 - c) Review and provide timely feedback on all deliverables submitted by the Consultant;
 - d) Support the organization of stakeholder consultations and validation workshops, where necessary;
 - e) Designate a focal point to serve as the primary liaison between the Client and the Consultant.
-

8.2. Data and Information Provision

The Client shall, to the extent available, provide the Consultant with access to relevant data and information required for the assignment, including but not limited to:

- a) Existing studies, reports, and assessments related to the project road;
- b) National and county-level development plans, including County Integrated Development Plans (CIDPs);
- c) Sector policies, strategies, and master plans;
- d) Available socio-economic, demographic, and infrastructure data;
- e) Relevant geographic and spatial datasets, where available;
- f) Environmental and social documentation related to ongoing or planned projects.

The Consultant shall be responsible for reviewing, validating, and supplementing such data as necessary to ensure completeness and accuracy.

8.3. Stakeholder Facilitation

The Client shall:

- a) Facilitate introductions and access to key stakeholders, including:
 - (i). National Ministries, Departments, and Agencies (MDAs);
 - (ii). County Governments of Nakuru, Kericho, Bomet, Uasin Gishu, Elgeyo Marakwet, Narok, Nandi;
 - (iii). Community leadership structures and local institutions;
 - (iv). Relevant private sector entities;

- b) Provide official letters of introduction to support fieldwork and data collection activities;
- c) Support coordination of stakeholder meetings and workshops where appropriate.

8.4. Review and Approval of Deliverables

The Client shall:

- a) Review all reports and deliverables submitted by the Consultant within the timelines specified in this TOR;
 - b) Provide consolidated comments and feedback to the Consultant;
 - c) Approve deliverables upon satisfactory incorporation of comments;
 - d) Ensure that feedback is provided in a timely manner to avoid delays in the assignment.
-

8.5. Counterpart Support

The Client may, where necessary:

- a) Assign counterpart staff to work closely with the Consultant;
- b) Facilitate access to government offices and institutions;
- c) Support coordination at national and county levels.

Such support shall not relieve the Consultant of its responsibilities under the contract.

8.6. Logistics and Facilities

The Client shall not be responsible for providing office space, transport, or operational logistics unless otherwise agreed.

The Consultant shall be fully responsible for:

- a) Office facilities;
 - b) Transportation and field logistics;
 - c) Data collection arrangements;
 - d) Administrative support.
-

8.7. Data Ownership and Use

All data, reports, and outputs generated under this assignment shall remain the property of the Client.

The Consultant shall:

- a) Submit all datasets, reports, and supporting materials in editable formats;
- b) Not use or disclose any information obtained during the assignment for purposes unrelated to this assignment without prior written consent of the Client;
- c) Ensure that all data is properly documented, archived, and transferred to the Client upon completion of the assignment.

8.8. Confidentiality

The Client shall ensure that any confidential information provided to the Consultant is clearly identified as such.

Both parties shall:

- a) Treat all confidential information with due care;
- b) Not disclose such information to third parties without prior written consent;
- c) Use such information solely for the purposes of this assignment.

8.9. Limitations of the Client's Responsibilities

While the Client shall make reasonable efforts to provide access to data and facilitate stakeholder engagement, the Consultant shall remain fully responsible for:

- a) Obtaining any additional data required to complete the assignment;
- b) Verifying the accuracy and reliability of all data used;
- c) Ensuring that the analysis and outputs are based on sound evidence and professional judgment.