



REPUBLIC OF KENYA

MINISTRY OF LANDS, PUBLIC WORKS, HOUSING & URBAN DEVELOPMENT

State Department for Housing and Urban Development

Second Kenya Informal Settlements Improvement Project (KISIP2)

Credit No: 6759-KE

Project ID: P167814

TERMS OF REFERENCE

For

**CONSULTANCY SERVICES TO UNDERTAKE A STUDY ON THE IMPACT OF
KISIP 1 INTERVENTIONS AND INTEGRATION OF THE UPGRADED
SETTLEMENTS INTO THE FORMAL URBAN FABRIC**

Contract No. KE-MOTI-502487-CS-QCBS.

September, 2025

Client:

The Principal Secretary
State Department for Housing and Urban Development
Attention: KISIP 2 National Coordinator
P.O Box 30119-00100
6th Floor, Ardhi House
1st Ngong Avenue
Nairobi, Kenya

1. BACKGROUND

Informal settlements are home to millions of people in Kenya. The National Slum Upgrading and Prevention Strategy (2023) estimates that more than half of the urban population lives in slums and informal settlements across the country. These informal settlements are characterized by poor living conditions, inadequate infrastructure, lack of basic services, and land/housing tenure insecurity. Residents of informal settlements often face numerous challenges, including poor access to health and educational facilities and limited economic opportunities. Furthermore, most of the people living in these settlements do not have formal ownership documents in regard to land and housing tenure. As a result, the lack of tenure security has discouraged investments in infrastructure and permanent dwellings/developments.

Recognizing the need to improve the living conditions and livelihoods of residents in slums and informal settlements, the Government of Kenya in 2011 launched the Kenya Informal Settlements Improvement Project (KISIP), which ran up to 2019. The project aimed to address the challenges faced by residents of informal settlements by providing basic infrastructure and services, improving security, and regularizing land tenure. The first phase of KISIP (KISIP 1) focused on regularizing land tenure and providing basic infrastructure and services in the targeted settlements. In this phase, 80 settlements across 13 counties benefited from tenure regularization, while 35 settlements in 10 counties had infrastructure upgrading. The project regularized land tenure for over 17,000 households and issued over 8,000 title deeds. Under KISIP 1, various infrastructure and services improvement interventions, including water and sanitation, solid waste management, stormwater drainage, and access roads, among others, were undertaken. These interventions were aimed at improving access to basic services and enhancing the living conditions of residents in the targeted settlements.

Despite the provision of tenure of security and basic infrastructure upgrading through KISIP 1, it has been noted that:

- Whereas KISIP 1 envisioned that the provision of tenure security would improve living standards and ease access to financing for small business ventures to residents in informal settlements, beneficiaries in some informal settlements sold off their allocated parcels and relocated elsewhere, resulting in new informal settlements.
- Some settlements that received infrastructure upgrading support have retained the informal topology.
- The maintenance of infrastructure by relevant authorities has been almost non-existent, leading to a deterioration of infrastructure facilities.

Building on the successes of KISIP 1, the Second Kenya Informal Settlements Improvement Project seeks to continue improving access to basic services and tenure security of residents in participating urban informal settlements and strengthen institutional capacity for slum upgrading in Kenya.

2. OBJECTIVES OF THE ASSIGNMENT

The primary objective of this consultancy is to conduct a thorough impact assessment of the tenure regularization and infrastructure upgrading investments made through the Kenya Informal Settlements Improvement Project Phase 1. This assessment will focus on the effects of KISIP 1 investments on beneficiary settlements and livelihoods and evaluate the effectiveness of integrating these upgraded settlements into the formal urban framework. Further, the assessment will also assess the impacts of the institutional capacity building activities carried out during the course of the project. The consultancy will provide actionable recommendations for enhancing future projects.

To achieve this, the consultancy will collect comprehensive data on various aspects, including infrastructure, environmental conditions, public amenities, public services, governance initiatives, accessibility, transport, housing, and economic and social indicators across selected settlements in Kenya.

Some of the data for the Impact Assessment will be provided through the **Digital Public Works for Urban Resilience (DPW)** initiative, implemented in seven settlements across four counties - Nairobi, Machakos, Nakuru, and Kisumu. DPW will engage youth in data collection and management, equipping them with digital skills while generating accurate datasets essential for upgrading informal settlements. By strengthening local capacity and promoting community participation, DPW will contribute valuable data that supports long-term urban planning and informs the Impact Assessment in the selected settlements.

3. SCOPE OF SERVICES AND SPECIFIC TASKS

A. Impact Assessment Study

The Impact Assessment Study will encompass the following key areas and activities:

1. KISIP 1 Implementation Impact Assessment

a. Review of KISIP 1 Implementation:

(The NPCT will share relevant KISIP1 documents with the firms to support their desk review process.)

- i. Conduct a comprehensive analysis of the KISIP 1 project, focusing on its objectives, target areas, and the scope of tenure regularization and infrastructure improvement achieved.
- ii. Include a cost-benefit analysis of the interventions to determine which types of projects were most cost-effective.
- iii. This review should form part of the desk study process.

b. Beneficiary Analysis:

- i. Assess the number of title deeds issued in each settlement vis a vie titles proposed after planning.
- ii. Assess the extent of land transfer by original beneficiaries to individuals other than their known next of kin in the selected settlements.
- iii. Evaluate the extent of gentrification at both ownership and tenant levels (*Comment: Check for baseline data to support living cost analysis.*). Possible analysis:
 - 1. Cross-check the extent of gentrification with the proximity of upgraded infrastructure to determine whether gentrification varies across the settlement.
 - 2. Additionally, assess the evolution of land and housing prices within the settlement and compare them with adjacent settlements with similar urban and socio-economic features.
- iv. Evaluate the potential displacement of tenants resulting from rent increases, tenure regularization, and infrastructure upgrades, and analyze the connection between these factors.
- v. Conduct a social and economic impact analysis of pre-determined and pre-approved sampled beneficiaries in each settlement. (*Consider a stratified sampling approach that includes different household types, such as single-headed households (men, women), joint ownership, and persons with disabilities (PWDs), to identify variations in parcel retention across these groups.*) Together with the stakeholders, clarify the number of settlements the study will cover and the geographical distribution to ensure a representative sample.
- vi. Evaluate the benefits of tenure regularization to residents who have retained their parcels. Have they used the security as collateral? What other benefits have they had?
- vii. Investigate possible motivations, opportunities, or risks that may lead beneficiaries to transfer their allocated parcels.
- viii. Track the relocation patterns of beneficiaries who have sold or transferred their parcels in the selected settlements, and compare the

conditions of these relocation sites with the improved informal settlements.

c. Infrastructure Operation and Maintenance Assessment:

- i. Conduct an evaluation of the current status of the upgraded infrastructure facilities.
- ii. Evaluate the upgraded infrastructure's resilience to climate hazards, such as flooding and other natural disasters.
- iii. Assess the participation of beneficiaries, including tenants, in the selection, design, implementation, and maintenance of the infrastructure projects.
- iv. Evaluate the efficiency of participation in infrastructure maintenance by both the community and the relevant authorities. This evaluation should consider budgets, resource mobilization, and the adequacy of roles and responsibilities, including formal instruments such as MoUs.
- v. Examine whether property taxes are collected in these settlements, including the levels of compliance and the use of such revenue and their potential role in infrastructure sustainability.
- vi. Assess the impacts of the infrastructure upgrades on communities' post-implementation.
- vii. Propose sustainable approaches to infrastructure maintenance, ensuring long-term functionality and community engagement.

d. Institutional Capacity Assessment: Assess how the project implementation impacted on the national and county institutions involved in slum upgrading and prevention including any changes in policy, regulations, skills and attitudes on informal settlements.

2. Integration with the Formal Urban Fabric

a. Settlement Formalization Analysis: Analyze the levels of formalization in the upgraded settlements, identifying existing opportunities for and obstacles to their full integration into the formal urban fabric. This includes reviewing legal, regulatory, and institutional barriers that may hinder formalization.

b. Urban Planning and Design: Assess how many planning documents prepared under KISIP were approved by relevant authorities (County Assemblies) and how many led to issuance of titles, assess how well the upgraded settlements align with urban planning principles, zoning laws, and legal frameworks. Provide recommendations for amendments or improvements needed to ensure seamless integration with the formal urban environment. This will also seek to understand residents' views on integration into the formal set-up.

- c. Infrastructure Compatibility:** Evaluate the compatibility of the upgraded infrastructure with the existing infrastructure in surrounding urban areas. This evaluation should consider urban planning principles to ensure that new infrastructure aligns with the broader urban system. Assess the percentage of infrastructure upgraded compared with the proposed and the average time it takes between planning and infrastructure upgrading
- d. Access and Connectivity:** Assess the upgraded settlements' access and connectivity to essential urban infrastructure, including public transportation, roads, pedestrian walkways, water supply, sewerage systems, and other critical services. Determine the adequacy of these connections and suggest improvements where needed.
- e. Social Inclusion:** Examine the extent to which the upgraded settlements have promoted social inclusion and cohesion with the broader urban community. This analysis should consider the integration of diverse social and economic groups and whether the upgraded settlements have contributed to reduced social marginalization.
- f. Housing:** Assess the impact of tenure security and upgraded infrastructure on the adequacy, cost, and quality of housing in the upgraded informal settlements. Include an assessment of the impact on both homeowners and tenants to understand any changes in affordability, housing standards, and living conditions for different demographic groups. Assess means through which homeowners have improved their housing (savings, loans etc). Is any new housing approved by relevant authorities?
- g. Barriers to Integration:** Identify and characterize any remaining barriers - such as legal, financial, infrastructural, or social - that prevent the upgraded settlements from fully integrating into the formal urban fabric. Suggest actionable solutions to overcome these barriers.
- h. Financed infrastructure projects:** The consultant shall assess the percentage of infrastructure upgrades financed under KISIP, identifying which specific infrastructure projects were financed, noting that in many settlements, while physical planning may list several infrastructure projects, only a fraction is covered through the program. The consultant should also identify areas where counties have used the KISIP1 physical and land use development plans to undertake independent investments.
- i. Taxation:** Provide an analysis of property values and property tax payments in upgraded settlements. This analysis should assess how the interventions under KISIP1 have influenced property values and the extent to which property tax payments have been incorporated into the formal urban revenue systems.

3. Economic, Social, and Environmental Considerations

- a. Economic Opportunities:** Assess the impact of KISIP 1 on the creation of economic opportunities within and around the upgraded informal settlements. This analysis should consider changes in income levels, employment rates, and small business growth. Where possible, disaggregate the data by gender to evaluate differential impacts on men, women, and other vulnerable groups. Additionally, determine whether Project Affected Persons, particularly small business traders who may have been relocated, continue to operate within the settlements or if they have established businesses elsewhere.
- b. Environmental Impact:** Evaluate the environmental sustainability of the upgraded settlements. This includes assessing the effectiveness of waste management systems, drainage, and other environmental infrastructure. Consider the resilience of these systems to climate hazards such as flooding, and recommend measures to enhance sustainability.
- c. Access to Community Services:** Assess the availability, accessibility, and quality of essential community services in the upgraded settlements. This should cover schools, playgrounds, health centers, community centers, and security services, evaluating whether these services meet the needs of the growing population and identifying any gaps.
- d. Community Health and Well-Being:** Evaluate the impact of the settlement upgrades on the general health and well-being of residents. Specifically, assess how improvements in infrastructure, particularly waste and sewerage management, have influenced public health outcomes, including the reduction of diseases linked to poor sanitation and environmental hazards.

4. Governance, Culture, and Collaboration

- a. Local Governance:**
 - i. Assess the role of local governance and community participation in the management and integration of upgraded settlements. Highlight key successes, challenges, and failures in governance processes, and provide recommendations for improving community involvement and leadership in the integration efforts.
 - ii. Analyze how the Settlement Executive Committee has evolved over time, including its effectiveness in representing community interests and its role in facilitating integration.

b. Collaboration with Stakeholders:

- i. Identify key stakeholders who could play a significant role in the ongoing upgrading and integration of informal settlements into the formal urban fabric. Do stakeholders previously involved in KISIP still have a role?
- ii. Evaluate the current levels of collaboration among stakeholders, including local governments, private sector partners, civil society, and international organizations, to determine how effectively they are working together to ensure successful integration.
- iii. Propose methodologies for monitoring and evaluation that can be employed by stakeholders to oversee and support the integration process, ensuring long-term success and sustainability.

5. Recommendations

a. Insights:

- i. Provide targeted recommendations based on the analysis, focusing on strategies to improve the success of current and future tenure regularization and infrastructure improvement initiatives in Kenya's informal settlements.
- ii. Include an assessment of variations in impact across different settlements, taking into account factors such as location, population density, and local governance structures.
- iii. Assess the percentage of infrastructure upgrades financed under KISIP.
- iv. Observe/assess the urban landscape. How have buildings changes after KISIP interventions? Have the communities received any support designs and construction? Should future KISIP projects explore typical designs and a support system from the counties?
- v. Evaluate the impact on the settlement population if only a fraction of the planned investments were implemented. Can it still be stated that the program has "improved living conditions" for all residents if, for example, only one or two roads were upgraded?

b. Sustainability: Propose concrete measures to ensure the long-term sustainability of the upgraded informal settlements. These should include recommendations for maintaining infrastructure, fostering community ownership, and ensuring continued collaboration between local authorities, residents, and other stakeholders. Further, this should include how to get counties to fully implement the physical and land use development plans prepared under KISIP.

c. Workshops: Organize workshops to present and validate the findings, facilitating stakeholder engagement and ensuring that the

recommendations are aligned with the needs of the community and other relevant parties.

B. Settlement Selection

KISIP 1 was implemented in numerous settlements across the country. For the purpose of the impact study, the consultant is tasked with **scientifically selecting a representative sample of settlements where the study will be conducted.**

The settlement selection should represent a diverse range of conditions in informal settlements, including density, tenure type, and the types of interventions undertaken.

Key factors in the selection process include:

1. **Type of Intervention:** Settlements should be chosen to reflect a balance of tenure regularization, infrastructure upgrades, and a combination of both, allowing for a comparison of their individual and combined impacts.
2. **Settlement Morphology and Density:** Selected settlements should present varying densities and urban forms. These criteria help to assess how these characteristics influence the success and challenges of interventions.
3. **Tenure Type:** A range of tenure arrangements was carried out during KISIP's initial interventions (e.g., freehold, leasehold, individual, and block titles). Settlements should be selected to represent this variety to explore how different tenure types affect project outcomes, such as ownership perception and compliance with development norms.
4. **Level of Infrastructure:** Settlements should be selected based on the scope of infrastructure upgraded to evaluate the effectiveness of varying levels of investment in improving settlement conditions.
5. **Settlement location** – Geographic spread of settlements. Counties that receive less Government funding embrace KISIP better

This selection will ensure the study captures a holistic view of KISIP's impact and offers actionable insights for future interventions. A sample of seven (7) settlements is already pre-selected by the Client and are specifically designated for the implementation of the Digital Public Works (DPW) initiative. This data will be shared with the awarded firm - to reference on information and data needed for the Impact Assessment. The consultant will review data from these (7) settlements for its adequacy and if need be, collect any additional information required to effectively undertake the assignment.

The table below shows the seven settlements where DPW will be carried out:

S. No.	County	Settlement	Location: Urban or Rural County	Density Of Development	Intervention Undertaken	Tenure Type	Level of Infrastructure
1	Nairobi	Mji wa Huruma	Urban	Dense	Tenure	Lease - Bloc Title	
2		Kayole Soweto	Urban	Medium	Infrastr.		Roads, Water, Sewer, Security Masts
3	Nakuru	Tarabete	Urban	Medium	Tenure and Infrastr.	Freehold - Individual	Roads, Water, Security Masts
4		Kwa Rhoda	Urban	Medium	Infrastr.		Roads, Sewer, Security Masts
5	Kisumu	Obunga	Urban	Dense	Infrastr.		Security Masts
6		Kaloleni	Urban	Medium	Tenure	Leasehold - Individual	
7	Machakos	Kariobangi	Rural	Medium	Infrastr.		Roads, Water, Sewer, Security Masts

C. Digital Public Works Support for the Impact Assessment Study

The consultant will receive support through data provided by the Digital Public Works for Urban Resilience (DPW) initiative, which will be implemented in the seven settlements mentioned above.

Digital Public Works is an initiative designed to engage youth in data collection and urban resilience efforts. Through DPW, young participants are trained to gather and analyze critical data that supports the upgrading of informal settlements. This approach not only enhances local capacity by equipping youth with digital skills but also provides high-quality datasets that contribute to evidence-based urban planning. In the context of the KISIP 1 Impact Assessment, DPW will supply key data from seven settlements across four counties, aiding in the evaluation of intervention outcomes.

The following activities outline the DPW methodology:

- Satellite Imagery Digitization - Mapping built infrastructure and natural resources in and around the settlements.
- Mobile Data Collection on Building Amenities - Capturing data on household structures, utilities, and access to services.

- Mobile Data Collection on Public Infrastructure and Maintenance - Assessing the state and upkeep of roads, drainage, lighting, and other public facilities.
- Household Surveys and Focus Group Discussions - Engaging residents to gather qualitative and quantitative insights on settlement conditions and improvements.
- Terrestrial Camera Image Acquisition and Micro-tasking - Collecting geotagged images for spatial analysis and urban planning.
- Quality Control - Ensuring accuracy, consistency, and reliability of collected data.

The Digital Public Works initiative will generate relevant datasets to support the Impact Assessment in seven informal settlements. The data will cover:

- Buildings & Infrastructure: Building identification, structure, use, accessibility, and environmental risks; public infrastructure and utilities (roads, water, sanitation, electricity, drainage, transport facilities, schools, health centers, security services) before and after interventions.
- Household & Socioeconomic Data: Household size, employment, income, expenditure (rent, utilities, food, healthcare, education), access to financial services, health and wellbeing, and community participation.
- Environmental & Economic Conditions: Waste management, informal dumping sites, local businesses, market areas, and economic opportunities.
- Governance & Social Inclusion: Community involvement, local governance structures, social cohesion, and stakeholder collaboration.
- Additionally, DPW will ensure quality control through youth-led verification of infrastructure, household surveys, and focus group discussions. This will include GPS verification, survey validation, qualitative data synthesis, and data cleaning.

This dataset will enable the consultant to assess settlement conditions, service access, economic impacts, and governance challenges, forming a foundation for the Impact Assessment.

4. DELIVERABLES

The consultant(s) shall submit the following:

- **Inception Report:** A detailed work plan and methodology for the study within the first two weeks of commencing the project
- **Situational analysis report:** A comprehensive report showing the current status of the settlements. This should cover all perspectives outlined in the scope and in line with assessment's objective
- **Draft interim Assessment and study report:** A comprehensive draft report detailing the findings, Comparative analysis, and preliminary recommendations for the impact study. This should include all raw and processed data from the study in the client's prescribed formats and standards.

- **Final Assessment and study report** incorporating all the feedback from stakeholders providing a comprehensive analysis, and offers actionable recommendations from the findings of the impact study. It will present the *findings, analysis, and conclusions* of the study itself, in this case, the impacts of project investments on communities in informal settlements. It will focus on; Data collected and analyzed during the assessment, Methodology used, Findings and conclusions on project impacts, and the level of intergration and Recommendations arising from the study.
- **Completion Report:** Giving a summary of the project, including lessons learned and recommendations for future studies or similar initiatives. It should document *how* the assignment was carried out from start to finish. A record of the process, activities, and milestones achieved during the consultancy. The report will focus on the Step-by-step account of the assignment implementation, Stakeholder engagement activities and meeting summaries, Challenges faced and how they were addressed, Key milestones and deliverable timelines, Lessons learned and good practices for future assignments.

5. DURATION AND LOCATION OF ASSIGNMENT

The duration of the assignment shall be for a period of nine (9) months from the contract commencement date.

NB: The consultant shall identify and select additional settlements to ensure a representative sample. The client will provide a list of settlements that were intervened on during KISIP 1 for the consultant to propose through a scientific sampling procedure the settlements they propose to undertake the study on. These settlements should be at least 20No. The 7No. proposed above for DPW intervention will form part of the selected and proposed settlements. The client will assess and approve the proposed list based on applied sampling procedure and the likelihood to get desired socioeconomic impact results.

6. REPORTING REQUIREMENTS AND TIMELINES FOR REPORTS AND DELIVERABLES

The consultant shall submit the following reports in accordance with the schedule indicated in Table 1. The specified copies of each of the listed reports shall be sent to the Client at the following address:

Principal Secretary
 State Department for Housing and Urban Development
 Attn: KISIP2 National Coordinator
 P.O Box 30119-00100
 6th Floor, Ardhi House

1st Ngong Avenue
 Nairobi, Kenya
 Telephone: +254-020-2729200

Email: kisip2.procurement@housingandurban.go.ke.
 Attn: KISIP National Coordinator
 Second Kenya Informal Settlement Improvement Project

Table 1: Reporting requirements and timelines for reports/deliverables

Report/Deliverable	Timeline for submission of report after contract commencement (weeks)	Format of Presentation
Inception report summarizing how the consultant intends to execute the assignment to achieve the expected results.	2 weeks	4 hard copies and a soft copy
Situational analysis report: A comprehensive report showing the current status of the settlements. This should cover all perspectives outlined in the scope and in line with assessment's objective	8 Weeks	4 hard copies and a soft copy
Draft interim Assessment and study report: on the findings as well as all raw data collected in a format compatible with the KesMIS database.	24 weeks	4 hard copies and a soft copy of the draft report, a soft copy of raw data in the appropriate format
Final Assessment and study report incorporating all the feedback from stakeholders providing a comprehensive analysis, and offers actionable recommendations from the findings of the impact study. Including a bridged version of the final reports	30 weeks	4 hard copies and a soft copy of the final report, a soft copy of raw data in the appropriate format and 50.No well designed copies of the popular copy version of the final report.
Completion Report; Focusing on the Step-by-step account of the assignment implementation, Stakeholder engagement activities and meeting summaries, Challenges faced and how they were addressed, Key milestones	36 weeks	4 hard copies and a soft copy of the 2 volumes with a soft copy of raw data in the appropriate format.

and deliverable timelines, Lessons learned and good practices for future assignments.		
---	--	--

7. MONTHLY PROGRESS REPORTS/YOUTH REPORTS

The consultant shall submit comprehensive progress reports every three (3) months covering the milestones, meetings held, field activities, challenges encountered, and any other relevant details, until the project's completion or as directed by the client. Providing these reports ensures transparency, keeps all stakeholders informed, and allows for timely adjustments to the project as needed.

8. PAYMENT SCHEDULE

The proposed payment schedules based on the satisfactory performance of the contract negotiated with the successful consultant will be shown in Table 2.

Table 2: Proposed payment schedule for Phase I

Output	Timeline	Payment
Submission and acceptance of the Inception report	2 weeks	25%
Situational analysis report	8 Weeks	15%
Submission and acceptance of the draft/Interim report on the findings, as well as all raw data collected in a format compatible with the KesMIS database.	24 weeks	25%
Submission and acceptance of the final study report, including an abridged/popular version of the report.	30 weeks	15%
Submission and acceptance of final completion report.	36 weeks	20%

All invoices shall be submitted to the Client at the following address:

Principal Secretary
 State Department for Housing and Urban Development
 Attn: KISIP2 National Coordinator
 P.O Box 30119-00100
 6th Floor, Ardhi House
 1st Ngong Avenue
 Nairobi, Kenya
 Telephone: +254-020-2729200

Email: kisip2.procurement@housingandurban.go.ke.
 Attn: KISIP National Coordinator
 Second Kenya Informal Settlement Improvement Project

Upon submission of every report, the consultant is expected to make a presentation of the submitted report to the Client in a scheduled meeting. The acceptance of the report shall be recorded in the minutes of the meeting.

9. MINIMUM CONSULTANT'S QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

The consultant must meet the following qualifications and experience requirements:

- a. **Core Business and Years of Operation:** The firm must be legally registered or incorporated as a consulting firm specializing research, socio-economic impact assessment and project evaluation in urban development, monitoring and evaluation, or related fields. The firm must have been in business for a minimum of Eight (8) years.
- b. **Relevant Experience:** The firm must demonstrate successful completion of at least two assignments of similar nature and scope within the last five (5) years, in comparable operating environments. As this is an impact study, firms with expertise in Monitoring and Evaluation (M&E), will be particularly well-suited. Details of similar assignments, including the client's name and address, scope, value, and project duration, should be submitted as part of the Expression of Interest (EOI).
- c. **Technical and Managerial Capacity:** The firm must demonstrate adequate technical capacity (including relevant equipment, tools, software, etc.) and managerial capability to carry out the assignment. This should be reflected in the submitted company profile(s). *Evaluation of key experts will not be conducted at the shortlisting stage.*
- d. **Experience in Urban Development Solutions:** The firm must demonstrate successful execution of at least two (2) project evaluation and socio-economic impact assessments related to housing and urban development solutions through research, policy, and strategy development in urban environments over the last five (5) years. Details of these assignments, including the client's name and address, scope, value, and project period, should also be provided. Given the urban sector focus, including M&E experts and housing/urban development specialists within the team is recommended.

10. TEAM COMPOSITION AND MINIMUM QUALIFICATION AND EXPERIENCE REQUIREMENTS FOR THE KEY EXPERTS

The key experts must be well-qualified professionals with proven experience in their respective fields. They should have access to the necessary resources, including equipment and software, to effectively execute the assignment. These experts will be

directly responsible for the services outlined in this TOR, with support from non-key experts and other staff as deemed appropriate.

The key experts required for this assignment are as follows:

a. Team Leader: ~~Urban~~ Urban Development Specialist

- i. A minimum of a Master's degree in Urban Development and Management, Urban and Regional Planning, Public Policy, Public Administration, Urban Sociology, Urban Geography, Urban Economics, Monitoring and Evaluation or any other relevant urbanization-oriented discipline from a recognized university.
- ii. At least ten (10) years of professional experience in urban development and urban policy-related assignments, with at least five (5) years in a management/leadership role.
- iii. Experience in leading at least two (2) projects of similar nature and scope in developing countries.
- iv. Demonstrated ability to conduct human settlement analysis, particularly in slums and informal settlements.
- v. Proven experience in leading urban project evaluation and socio-economic impact assessment.
- vi. Proven experience in presenting information to clients and stakeholders in verbal, visual, and written formats.

b. Deputy Team leader: Monitoring and Evaluation Specialist

- i. A minimum of a Master's degree in Monitoring and Evaluation, Public Policy, Public Administration, or any other relevant urbanization-oriented discipline from a recognized university.
- ii. At least ten (10) years of professional experience in M&E and socio-economic impact assessment, with at least five (5) years in a management/leadership role.
- iii. Experience in leading at least two (2) projects of similar nature and scope in developing countries.
- iv. Proven experience in urban development and urban policy related assignment.
- v. Proven experience in presenting information to clients and stakeholders in verbal, visual, and written formats.

c. Urban Planner

- i. A degree in Urban and Regional Planning/Spatial Planning or its equivalent from a recognized university

- ii. Must be validly registered and hold a current annual practicing license from a relevant professional body.
- iii. A minimum of eight (8) years of practical experience in urban development and land use planning in the East African region, with at least two (2) completed and approved projects.
- iv. Experience in public policy, strategy formulation, human settlement analysis, and at least two (2) assignments completed within the East African region.

d. Sociologist/Community Development Specialist

- i. A minimum of a Master's degree in Sociology, Community Development, Gender Studies, or an equivalent discipline from a recognized university.
- ii. A minimum of eight (8) years of experience in community development, particularly in urban informal settlements and slums.
- iii. At least five (5) years of experience in conducting socio-economic studies, community mobilization, public participation, gender analysis, and mainstreaming within East Africa.
- iv. Experience working on multi-agency and donor-funded projects.
- v. Experience working with youth and community training.

e. Land Valuer

- i. A degree in Land Economics, Real Estate, Valuation or an equivalent discipline from a recognized university.
- ii. A minimum of eight (8) years of experience in analyzing land value driven economic trends, housing markets, land value capture and labor market dynamics, especially in urban context.
- iii. At least five (5) years of experience in assessing property markets, real investment urban infrastructures, and livelihoods within East Africa.
- iv. Experience in quantitative and qualitative research methods and cost benefit analysis
- v. Experience working on multi-agency and donor-funded projects.

Other experts (non-key) to be included in the team include but not limited to:

f. Environmental Expert

- i. A relevant Master's degree and Bachelor's degree in Environmental Studies/Sciences from a recognized university.
- ii. A minimum of eight (8) years of experience in the environmental field.
- iii. Familiarity with the World Bank safeguard policies and the Government of Kenya's legal, policy, and institutional frameworks governing the environment, land, and resettlement.

- iv. Prior experience conducting Environmental and Social Impact Assessments (ESIA), Strategic Environmental Assessments (SEA), or Environmental Audits for projects, plans, or policies in the last five (5) years.
- v. Practical knowledge of climate change adaptation and mainstreaming in urban development will be an added advantage.

g. Civil Engineer

- i. A relevant Master's degree and Bachelor's degree in Civil and Structural Engineering from a recognized university
- ii. A minimum of eight (8) years of experience in infrastructure projects.
- iii. Must be a validly registered civil engineer and hold a current annual practicing license from a relevant body.
- iv. Proven experience in the assessment of urban infrastructure projects.

h. Land Surveyor

- i. A minimum of a Bachelor's degree in Land Surveying, Geomatics, or a related field from a recognized university.
- ii. At least five (5) years of professional experience in conducting cadastral and topographical surveys, preferably within urban and informal settlement contexts.
- iii. Must be registered with a relevant professional body
- iv. Demonstrated experience in using modern surveying equipment and software, such as GPS, Total Stations, and GIS-based mapping tools.
- v. Proven experience working on projects related to land tenure, boundary delineation, and settlement mapping.

i. GIS Expert

- i. A minimum of a Bachelor's degree in Geographic Information Systems (GIS), Geomatics, Remote Sensing, or a related field from a recognized university
- ii. A minimum of five (5) years of experience in applying GIS and spatial analysis in urban development projects, particularly in informal settlements.
- iii. Demonstrated proficiency in GIS software such as ArcGIS, QGIS, or other relevant platforms.
- iv. Experience in managing large geospatial datasets, producing spatial visualizations (maps, charts), and conducting spatial analysis to support urban planning and infrastructure projects.
- v. Familiarity with the use of satellite imagery, aerial photography, and mobile data collection tools for spatial data gathering and analysis.

j. Statistician

- i. A minimum of a Bachelor's degree in Statistics, Mathematics, Data Science, or a related field from a recognized university.
- ii. At least five (5) years of experience in data analysis, statistical modeling, and interpretation of quantitative and qualitative data.
- iii. Proficiency in statistical software such as SPSS, Stata, R, or Python for data analysis and reporting.
- iv. Demonstrated experience in developing surveys, designing sampling strategies, and conducting data analysis for socio-economic studies, particularly in urban contexts.
- v. Experience working with large datasets and preparing reports that translate statistical findings into actionable recommendations for policy and planning.

k. Legal Expert

- i. A minimum of a Bachelor's degree in Law (LL. B) from a recognized university
- ii. At least five (5) years of professional experience in urban development, land law, property rights, or related areas, particularly in informal settlement contexts.
- iii. Demonstrated experience in land tenure issues, resettlement frameworks, and compliance with Kenyan legal frameworks related to land use, housing, and urban planning.
- iv. Familiarity with donor-funded projects, particularly those involving land acquisition, resettlement, and environmental safeguards.

l. Land Administration Expert

- i. A minimum of a bachelor's degree in Land Administration or a related discipline from a recognized university
- ii. At least five (5) years of professional/proven experience working on projects related to land ownership documentation, boundary delineation, and settlement mapping
- iii. Proven certification or work experience on land administration matters in Kenya
- iv. Demonstrated experience in land titling processes in Kenya, resettlement frameworks, and compliance with Kenyan legal frameworks related to land tenure, land use, housing, and urban planning.

11. ESTIMATED TIME INPUTS FOR KEY EXPERTS

The number of key experts and the estimated time input for each key expert for the assignment are presented in Table 3.

Table 3: Estimated Time Inputs for Key Experts

S/No	Key and Support Staff	No.	Input staff - months
1	Urban Development Specialist /Team Leader	1	6
2	Monitoring and evaluation Specialist	1	6
3	Urban Planner	1	6
4	Sociologist/Community Development Specialist	1	4
5	Land Valuer	1	4

Bidding firms to include the non-key experts proposed input staff months on their bidding proposals

12. RESPONSIBILITIES OF THE CLIENT

The Client will collaborate with the Consultant and make available the following key documents and resources relevant to the project, subject to their availability:

- The National Slum Upgrading and Prevention Policy
- The National Slum Upgrading and Prevention Strategy 2023-2033
- The Slum Upgrading and Prevention Bill
- KISIP II Project Appraisal Document (PAD)
- KISIP II Operations Manual (POM)
- Access to KISIP's existing database on informal settlements, including baseline data for the settlements covered under KISIP I
- Socioeconomic reports for KISIP I settlements
- KISIP I Environmental and Social (E&S) instruments, as well as relevant national legislation pertaining to urban development, land use, and resettlement

Additionally, the Client will facilitate the Consultant's access to relevant Government departments at both the National and County levels to ensure smooth coordination and engagement with key stakeholders throughout the project.

13. RESPONSIBILITIES OF THE CONSULTANT

The Consultant shall be responsible for the provision of all the necessary resources to carry out the Services, such as project transportation for visits in counties, subsistence allowances, accommodation, information technology, means for communications, organization of the workshops, reporting materials, insurance, and any other required resources.

The consultant is expected to undertake activities that will ensure that outputs are consistent with the professional and legal requirements. All outputs will be presented using modern techniques/technology and will form part of the digital land information systems for informal settlements being generated by the Project. The data must be generated through a consultative process that guarantees authenticity and ownership.