



TERMS OF REFERENCE

Title of Assignment	Consultancy to conduct Management Effectiveness of Jordan Protected Areas Network	
Location	Jordan Protected Areas	
Project	Enhancing Climate Resilience of Biodiversity Hotspots in Jordan	
Duration	4 months	
	From: Upon signing contract	To: 31st of March 2024

Background

The initiative "Enhancing Climate Resilience of Biodiversity Hotspots in Jordan" aims to improve the resilience to the adverse impacts of climate change on vulnerable ecosystems and vulnerable communities dependent on natural resources for their livelihoods. Protected areas, when well designed, well-connected, and effectively managed, deliver important ecosystem services to human populations in general, and specifically to neighbouring communities. In Jordan, local communities living around protected areas are benefiting from employment opportunities, eco-tourism development options, the provision of healthy rangelands, medicinal plants, and the development of socio-economic projects that provide economic benefits. Climate change is one of the major threats to biodiversity, accelerating the loss of species, degradation of habitats, and the well-being of local communities, while well-designed protected areas are one of the main Nature-based Solutions to mitigate the impacts of climate change, sustain ecosystem services for human societies, and to generate economic benefits for local communities that rely heavily on them.

The ecosystem vulnerability assessment conducted through Jordan's Third National Communication (TNC) Report showed that forests and water ecosystems are among the most vulnerable, highlighting the priority needed to perform adaptation interventions within these two kinds of ecosystems. (http://www.moenv.gov.jo/ebv4.0/root_storage/ar/eb_list_page/jordans_third_national_communication_report-0.pdf). The TNC proposed to adopt a national-wide protected area system using diverse conservation governance forms, including protected areas (PAs), "Hima" and special conservation areas (SCAs) that empower local communities to conserve natural resources and improve their livelihoods by enhancing their adaptive capacity, in addition to involving them in restoration actions of degraded ecosystems and encouraging the establishment of community forests to control soil erosion. Currently, Jordan's protected areas network covers only 5.3% of the country, while the international conservation community is trying to promote the adoption of the 30x30 initiative by conserving 30% of terrestrial and marine ecosystems globally by 2030. (<https://www.mdpi.com/2073-445X/11/1/56>). Critical gaps in the current national network of protected areas include the lack of integration of the current and projected impacts of climate change on ecosystems, as well as the lack of comprehensive representation of some ecosystems.

Based on this, the project will contribute to enhancing the resilience of vulnerable ecosystems and vulnerable communities on two geographic scales:

1. National scale: by aiming to increase the "percentage of critical climate-vulnerable ecosystems within the National Protected Areas Network". The project will also integrate climate change metrics into the design of the protected areas management effectiveness tracking tools to help track and achieve an effective protected areas network that is better resilient to the impacts of climate change.
2. Sub-national scale: by applying pilot interventions in Shoubak and Petra Districts from Ma'an Governorate southern Jordan that aim to achieve "increased areas of restored forest ecosystems in Shoubak and Petra southern Jordan", and an "increased percentage of women, youth and marginalized groups engaged in and benefiting from the implementation of Nature-based Solutions in Shoubak and Petra districts". The project will focus on pilot interventions targeting forest ecosystems in Shoubak and Petra, in southern Jordan, which are some of the most vulnerable ecosystems. It also tackles the impact of climate change on vulnerable local communities, especially women, girls, and youth, sectors of society most affected by the degradation and reduced productivity of these ecosystems.

The project's ultimate outcome will result in conserved and sustained ecosystem services for the benefit of local communities dependent on protected areas and the ecosystems conserved through these protected areas, which will contribute to poverty reduction across all sites where protected areas exist. The project's pilot interventions, including Forest Landscape Restoration (FLR) and Nature-based Solutions (NbS) in the target locations in Petra and Shoubak, will have a direct impact on enhancing the livelihoods and income of vulnerable communities through an extensive capacity building program that will target women, girls, and youth, and by engaging them in the FLR and NbS activities. This will not only enhance their income but will also improve their skills to achieve sustainable financial income.

Scope of Work and Objectives

Under the supervision of the Protected Areas, World Heritage and Biodiversity Programme Manager at IUCN ROWA, the selected service provider shall contribute to and support the implementation of the following tasks related to the output **“Adapted toolkit for mainstreaming climate change and gender in protected areas management effectiveness tracking tools developed, tested, and published”**:

- Conduct situation analysis and gap assessment on protected areas management effectiveness tracking tools already applied for PAs in Jordan.
- Develop an adapted toolkit that integrates climate change and gender into the protected area management effectiveness tracking tools. The adapted toolkit should include at least one indicator on gender mainstreaming and one indicator on climate change impact to ensure that these aspects are well-integrated in PA management effectiveness tracking.
- The consultant shall follow a participatory approach and engage in consultations with the key stakeholders, like Ministry of Environment MoEnv, Royal Society for Conservation of Nature RSCN, Aqaba Special Economic Zone Authority ASEZA, and other key stakeholders and experts to agree on enhancing the indicators and adapting the toolkit.
- Test and apply the adapted gender responsive and climate sensitive Protected Areas Management Effectiveness Tracking Tools on Jordan’s 12 protected areas collaboratively with the PA management authorities, IUCN and MoEnv.
- Conduct an in-person training on the use of the adapted protected areas management effectiveness tracking tools for PA planners and practitioners. The training should be for 2-3 days including introductory theoretical sessions in addition to hands-on practical sessions for PA management teams and relevant practitioners.

The consultant shall ensure the delivery of the outputs and activities and shall refer to the activity description in the project PIP (version Sep. 2023).

Deliverables

The consultant shall submit the following to IUCN-ROWA:

Deliverable	Subject	Deadline
D1	Inception report: including literature review, work plan and methodology.	1 week after signing the contract (estimated workload: 2 days)
D2	Report on the situation analysis and gap assessment on protected areas management effectiveness tracking tools (METT) used for PAs Jordan	3 weeks after sending D1 (estimated workload: 4 days)
D3	Adapted Management METT toolkit tailored to include climate change and gender indicators	6 weeks after sending D2 (estimated workload: 11 days)

D4	Report on applying the adapted PA METT to at least 12 protected areas in Jordan conducted in a participatory manner with PA managements.	4 weeks after sending D3 (estimated workload: 7 days)
D5	Workshop report upon conducting two in-person training programs on the use of the adapted protected areas management effectiveness tracking tools for PA planners and practitioners.	3 weeks after sending D4 (estimated workload: 4 days)

The consultant will have 2 working days to reply to the comments and feedback remarks on the above-mentioned deliverables by GAC or IUCN.

Payment Schedule

The consultant is expected to conduct the work within **4 months through** field visits, interviews, and consultation with the IUCN ROWA and relevant stakeholders as needed (an estimated total of **30 working days distributed over the 4 months**) to conduct the tasks. The consultant shall submit an invoice according to the schedule of payments described below:

1. 20% upon submission and approval of the inception report (D1)
2. 30% upon the completion and approval of the deliverable (D2 and D3).
3. 30% upon the completion and approval of deliverables (D4).
4. 20% upon the completion and approval of the remaining deliverable (D5) and all tasks and delivery of all relevant deliverables and reports.

If the consultant is subject to tax in the territory of Jordan in respect of the consideration received under this agreement, the consultant hereby acknowledges that IUCN is entitled to deduct 5% for residents of Jordan and 10% for residents outside Jordan, in addition to 1% as national contribution for non-residents, as income tax arising or made in connection with this agreement. Also, IUCN will deduct a 5% amount as administrative and review costs arising or made in connection with this agreement.

Qualifications of a Successful Candidate

IUCN is seeking qualified Individual consultant with the following qualifications and expertise:

- MSc degree in ecology, environmental sciences, biodiversity conservation, or any other related fields. A PhD degree in the above-mentioned field would be an asset.
- Previous experience in the field of biodiversity conservation management and capacity building for PA managers. Experience within the countries of the Mediterranean basin is highly valued.
- Extensive experience in conducting management effectiveness evaluations for protected areas in Jordan and/ or the region.
- Extensive understating of the different management effectiveness tracking tools, and experience in developing or adapting management effectiveness toolkits is preferred
- Ability to compile large amounts of information succinctly into a coherent document for conservation practitioners and government officials.
- Experience with gender integration process in climate change
- Excellent facilitation and coordination skills, with the ability to manage the timely and effective delivery of both quantity and quality work on time.
- Strong communication and presentation skills and the ability to prepare appropriate and timely reports for a wide range of audiences and cultures.
- Mastery of editorial tools, database management and tech-savvy.
- Excellent time management skills, including an ability to work effectively under pressure and to meet tight deadlines.
- Excellent writing and speaking literacy in English (Arabic is an asset).

- Proven ability to liaise and work with a range of stakeholders including government agencies, the private sector, and local communities, and in support of regional and national institutions.
- Demonstrated commitment to achieving biodiversity conservation and livelihoods goals.

Nature of penalty clauses in contracts

If the requested deliverables are not submitted within the timeframe stated in this ToR, the payments will be withheld.

International Union for Conservation of Nature – Regional Office for West Asia (IUCN-ROWA) reserves the right to withhold all or a portion of payment if performance is unsatisfactory, if work or outputs are incomplete, not delivered, or for failure to meet deadlines. All materials developed will remain the copyright of IUCN, and IUCN will be free to adapt and modify them in the future.

Important notes:

1. All the deliverables from the consultant, whether reports, presentations, documents, etc., should include (IUCN, GAC), and the two institutions should be mentioned whenever an activity is mentioned.
2. Any pictures, figures, charts, etc. used in this consultancy must include the copyrights.
3. The final compiled reports for this assignment will need to follow IUCN's visual identity and publication guidelines, which will be provided by IUCN.
4. All costs related to training including the training venue, catering, accommodation of the participants and trainers will be covered by IUCN. However, the consultant shall bear the cost of their international travel and accommodation in Amman except those related to training workshops and meetings if held outside Amman.