1. BACKGROUND

The Biodiversity and Protected Areas Management (BIOPAMA) programme aims to assist the African, Caribbean and Pacific (ACP) countries in developing a framework for improving technical and institutional approaches to conserve biodiversity, in protected and conserved areas, through regional cooperation and capacity building activities. In order to support protected area planning and decision making, BIOPAMA is providing and assessing tools that respond to the specific requests in data collection, information management, protected area management effectiveness, governance and social assessments and others.

Protected areas are one of the cornerstones and fundamental strategies for promoting and preserving biodiversity, ecosystem services and human well-being – at local and global scale. For the Eastern and Southern African region, this has been acknowledged at regional level through various regional strategies and policies and at international level through the Convention on Biological Diversity (CBD)’s Programme of Work on Protected Areas (PoWPA), the Aichi Biodiversity Targets in the Strategic Plan for Biodiversity of the Convention on Biological Diversity, which sets an ambitious framework for the future development of the world’s protected area system, as well as in the Sustainable Development Goals (SDGs).

2. OBJECTIVES OF THE CONSULTANCY

Working under the supervision of the BIOPAMA Regional Coordinator, the key role of the consultant/s is to review and evaluate protected area management effectiveness, governance and social assessments conducted, and tools used, in the Eastern and Southern African (ESA) region\(^1\). The consultant will review all existing literature and liaise with relevant stakeholders to develop a report on what assessments have been done, where and when and whether or not they are publicly available. This information will be used to develop a workshop programme to assist countries in understanding what tools are available, which to use when and best practices related to each. The aim is to provide a basis on which BIOPAMA can improve the use and application of management effectiveness, governance and social assessments to improve biodiversity conservation and sustainable development.

3. SPECIFIC TASKS

The consultant will work in close collaboration with the BIOPAMA Regional Coordinator and BIOPAMA Technical Officer (TO) and the relevant contacts in the ESA countries, in the carrying out of this work. The following tasks are envisaged in order to achieve this:

(i) Engage with the BIOPAMA team:
   a. Inception meeting (skype) with BIOPAMA team to discuss the workplan;

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\(^1\) Angola, Botswana, Comoros, Djibouti, Eritrea, eSwatini, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Rwanda, Seychelles, Somalia, South Africa, South Sudan, Sudan, Tanzania, Uganda, Zambia, Zimbabwe
b. Obtain contact details of the country contacts (where necessary), working together with the BIOPAMA Regional Coordinator and TO; and

c. Participate in weekly update meetings (calls) with the BIOPAMA team.

(ii) Conduct desk review to determine what protected area management effectiveness, governance and social assessments have been conducted in the ESA region (where, when, by whom), the tools used, the results and the gaps. Conduct telephonic stakeholder interviews where applicable.

(iii) Prepare and submit report summarizing the protected area management effectiveness, governance and social assessments done, the tools used, the gaps, and recommendations for application in monitoring, capacity building and reporting across the ESA region.

(iv) Based on the report, develop a draft workshop programme to evaluate all tools, present best practice and guidance for countries: to build capacity related to assessment tools.

4. EXPECTED OUTPUTS

The expected outputs from this project relate directly to the tasks outlined above and include the following:

(i) A brief inception report confirming the work schedule with task specifics, time frames and deliverables;

(ii) Consolidated report in distribution format based on desk review and telephonic stakeholder consultation (where necessary);

(iii) Final report in word format with graphics and analyses included; and

(iv) Draft workshop programme to build capacity related to assessments and the related tools.

5. REQUIRED QUALIFICATIONS

The assignment should be carried out by a consultant with the following minimum qualifications:

- A MSc or higher in biodiversity conservation, natural resources management, environmental sciences, socio-ecology or related field;
- Minimum of 3 year’s post-qualification experience in the conservation sector, preferably in protected and conserved areas work and preferably with experience in protected area governance and equity and protected area management effectiveness and related assessments;
- Extensive knowledge of- and work experience in the ESA region;
- Knowledge of governance, social and management effectiveness tools and assessments;
- Demonstrated experience with similar projects;
- Data collation and analysis skills;
- Excellent technical skills in report writing and editing;
- Demonstrated ability to establish priorities and to plan, organize the work elements in a complex and dynamic environment;
- Strong coordination skills;
- Good interpersonal and communication skills, including the ability to work as part of a team;
- Excellent command of the English language (working knowledge of French and Portuguese would be an additional advantage); and
- The ability to see and articulate the bigger picture from fine scale detail.
6. TIMEFRAME AND LOGISTICS

The consultancy shall be conducted over a period of 2 months, starting 4th March 2019. Timeframes are aligned with the draft road map (see Appendix 1).

7. PROPOSAL

A comprehensive proposal for these terms of reference should be submitted and include the following:

- CV of key personnel;
- List of other similar projects completed to date;
- Budget and timelines (align with roadmap in Appendix 1);
- Please include in your budget and timelines any suggested changes or additions to the specific tasks under 3 above or the roadmap in Appendix 1 to ensure a quality product.

Please send your full proposal to Sue Snyman (sue.snyman@iucn.org) by midnight on Thursday 31st January 2019. Contracting is expected to be concluded in the week of 18th February 2019, with work beginning in the week of 4th March 2019.
## Appendix 1: Development Roadmap

<table>
<thead>
<tr>
<th>Action</th>
<th>Outputs</th>
<th>Deadline</th>
<th>Percentage of pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inception call/meeting</td>
<td>Brief inception report</td>
<td>4(^{th}) March 2019: call 11(^{th}) March 2019: report</td>
<td>45%</td>
</tr>
<tr>
<td>Conduct desk review to determine what protected area management effectiveness, governance and social assessments have been conducted in the ESA region (where, when, by whom), the tools used, the results and the gaps. Conduct stakeholder interviews where applicable</td>
<td></td>
<td>19(^{th}) April 2019</td>
<td></td>
</tr>
<tr>
<td>Prepare and submit report summarizing the protected area management effectiveness, governance and social assessments done, the tools used, the gaps, and recommendations for application in monitoring and reporting across the ESA region</td>
<td>Consolidated report in distribution format and final report in word format with graphics and analyses included.</td>
<td>3(^{rd}) May 2019</td>
<td>55%</td>
</tr>
<tr>
<td>Prepare and submit a draft workshop programme for capacity building related to assessment tools</td>
<td>Draft workshop programme for capacity building related to assessment tools</td>
<td>3(^{rd}) May 2019</td>
<td></td>
</tr>
</tbody>
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