



Terms of Reference

Monitoring and Conservation Consultant

I. ASSIGNMENT INFORMATION

Project Title: Meeting the Challenge of 2020 in The Bahamas

Post Title: Species Monitoring and Conservation Consultant

Duration of Consultancy: 200 days

II. BACKGROUND

The Bahamas is a country of over 700 islands and cays. Its topographical construct of limestone has developed a distinct environment for The Bahamas comprised of numerous irreplaceable habitats and species, including vast expanses of Caribbean pine forest, tidal flats with thriving bonefish populations, extensive barrier reefs, the highest concentration of blue holes in the Western Hemisphere, and critical fish nursery habitat believed to contribute significantly to fisheries stocks throughout the Caribbean region.

Even prior to The Bahamas becoming signatory to the Convention on Biological Diversity in 1993, The Bahamas has been involved with the conservation and preservation of nature. The Bahamas established the world's first land and sea park in 1958 with the Exuma Cays Land and Sea Park. That initiative was further enhanced when the Government of The Bahamas doubled the existing protected area network in 2002, and in 2008 committed to protecting 20% of the country's nearshore and marine habitat by 2020 as part of the Caribbean Challenge Initiative (CCI). The CCI was accomplished as of May 2019, and currently The Bahamas has a Protected Areas Network of more than fourteen (14) million acres.

With that in mind, 'Meeting the Challenge of 2020 in The Bahamas' seeks to strengthen and integrate Marine Protected Areas (MPAs) management into broader landscape planning in efforts to reduce pressures on ecosystem services and biodiversity from competing resource uses. The project aims to accomplish this by: improving financial sustainability and effective management of the national ecological infrastructure; preventing, controlling and managing invasive alien species; managing human-biodiversity interfaces and promoting the timely development, demonstration and financing of low-carbon technologies and mitigation options. As the Monitoring and Conservation Specialist, he/she will be responsible for reporting on stable population numbers of priority species in targeted project sites, ecosystem restoration and invasive alien species management.

III. SCOPE OF WORK

Output 2.3.1: *Species Conservation and Monitoring Plans developed under implementation for priority species at 5 MPA sites*

Activities

1. Smalltooth sawfish monitoring and conservation



2. Commercially important sponges (including Velvet sponge) monitoring and conservation
3. Nassau grouper monitoring and conservation
4. Staghorn coral monitoring and conservation
5. Elkhorn coral monitoring and conservation
6. Juvenile Spiny lobster monitoring and conservation

Note: If any of the above-listed are no longer considered priority species, the listed will be amended to reflect species of national importance at the time of project implementation.

Output 3.1.1: *IAS management and ecosystem restoration for at least 100 hectares of 2 MPA sites*
Activities

2. Restore degraded areas in LNP and BPNP and surrounding areas

Output 3.1.3: *Adoption schemes established at 2 MPA sites*
Activities

2. Training of stakeholder groups in species and habitat monitoring and ecosystem restoration techniques

IV. DUTIES AND RESPONSIBILITIES

The Consultant shall provide deliverables associated with the Scope of Works listed above, inclusive of the following:

- Develop species conservation and monitoring plan for priority species at five MPAs sites with examples from developed and SIDS nations
- Present update reports for the Project Steering Committee
- Undertake baseline study assessments at national parks for monitoring and conservation needs
- Conduct desktop study of worldwide conservation techniques/modalities for the identified priority species
- Develop management plans for identified IAS species
- Control IAS at MPA sites
- Assist with training programme directed species and habitat monitoring, etc.
- Identify two (2) procedures and technologies useful for effective monitoring and conservation at MPA sites
- Develop template to standardize reporting of species monitoring data

V. REPORTING

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the GEF 2020 project.

The Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Manager (NPM).



The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the GEF 2020 project, inclusive of the Knowledge Management Consultant
- Participate in coordinating meetings with BEST and NPM, *inter alia* inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPM – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

VI. VENUE, OFFICE AND OTHER SUPPORT

The consultancy is field based. Travel is required.

VII. QUALIFICATIONS

- Master's Degree in environmental studies, conservation studies, resource management or relevant areas.
- Scuba certified
- Must be flexible to travel throughout the country
- Professional experience with conservation planning and implementation
- Familiarity with The Bahamas' National Parks and Marine Protected Areas
- Familiarity with priority conservation species in The Bahamas
- Familiarity with Bahamian biodiversity
- Broad understanding of climate change and climate change adaptation
- Proven ability to work with other government and private entities, stakeholders and local communities
- Possess strong analytical, communication, writing and reporting skills and exhibit excellent organizational skills
- Possess the ability to work across disciplines
- Effective time management skills and ability to work within deadlines

VIII. LANGUAGE(S)

Fluency in written and spoken English is required.

IX. REQUIRED DOCUMENTATION

- Curriculum Vitae with a cover letter
- Financial proposal

Kindly respond via email to careers@best.gov.bs, as well as cc: sydneicartwright@bahamas.gov.bs, with the referenced position in the subject title.



Terms of Reference

Conservation Finance Consultant

I. ASSIGNMENT INFORMATION

Project Title: Meeting the Challenge of 2020 in The Bahamas

Post Title: Conservation Finance Consultant

Duration: 9-12 months

II. BACKGROUND

The Bahamas is a country of over 700 islands and cays. Its topographical construct of limestone has developed a distinct environment for The Bahamas comprised of numerous irreplaceable habitats and species, including vast expanses of Caribbean pine forest, tidal flats with thriving bonefish populations, extensive barrier reefs, the highest concentration of blue holes in the Western Hemisphere, and critical fish nursery habitat believed to contribute significantly to fisheries stocks throughout the Caribbean region.

Even prior to The Bahamas becoming signatory to the Convention on Biological Diversity in 1993, The Bahamas has been involved with the conservation and preservation of nature. The Bahamas established the world's first land and sea park in 1958 with the Exuma Cays Land and Sea Park. That initiative was further enhanced when the Government of The Bahamas doubled the existing protected area network in 2002, and in 2008 committed to protecting 20% of the country's nearshore and marine habitat by 2020 as part of the Caribbean Challenge Initiative (CCI). The CCI was accomplished as of May 2019, and currently The Bahamas has a Protected Areas Network of more than fourteen (14) million acres.

With that in mind, 'Meeting the Challenge of 2020 in The Bahamas' seeks to strengthen and integrate Marine Protected Areas (MPAs) management into broader landscape planning in efforts to reduce pressures on ecosystem services and biodiversity from competing resource uses. The project aims to accomplish this by: improving financial sustainability and effective management of the national ecological infrastructure; preventing, controlling and managing invasive alien species; managing human-biodiversity interfaces and promoting the timely development, demonstration and financing of low-carbon technologies and mitigation options.

III. EXPECTED OUTCOMES

The consultant will be responsible for Outputs 2.2.1 under the project document, relating to business plan development and increased financial sustainability and cost reduction at two target MPAs - Lucayan National Park and Moriah Harbour National Park.



The conservation finance expert will support the project team and liaise with other national consultants and project partners, in the following specific activities:

- Do the financial sustainability scorecard for BNT as the baseline assessment
- Conduct a Willingness to Pay (WTP) survey of visitors to Grand Bahama to collect data on
 - Visitor preferences on facilities and infrastructure (to help prioritize future investments)
 - Visitor WTP for entrance fees to Lucayan with planned infrastructure
 - Visitor WTP for entrance fees under potential future investment scenarios e.g. Lucayan village, video on caves, water sports rentals etc.
 - WTP for other MPAs on Grand Bahama
 - Data on visitor spending in Grand Bahama, on eco-tourism related activities and MPA visitation.
- In consultation with a team including the MPA on-site staff, board member (where applicable), local partners and a staff member from the managing organization, use the draft business plan for Lucayan National Park to develop a full business plan for this park. This would include an economic impact analysis, a functional analysis of expected costs under different scenarios (including necessary spending related to other critical aspects of effectiveness e.g. monitoring, threat mitigation, enforcement) a marketing plan and additional work to develop the financial plan with associated sustainable financial mechanisms
- In consultation with a team including the MPA on-site staff, board member (where applicable), local partners and a staff member from the managing organization, write a draft business plan for Moriah Harbour National Park, with the content detailed in the project document, including a market analysis, economic impact analysis, functional area analysis, cost reduction strategies, financing plan and marketing plan.

IV. EXPECTED DELIVERABLES

The Consultant shall provide deliverables associated with the scope of works listed above, inclusive of the following:

- 1) Score for financial scorecard for BNT (1 week)
- 2) Survey report for visitors to Grand Bahama (1 month)
- 3) Business Plan for Lucayan National Park (3-4 months)
- 4) Business Plan for Moriah Harbour National Park (4-6 months)

V. REPORTING

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the GEF 2020 project.



The Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Manager (NPM).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the GEF 2020 project
- Participate in coordinating meetings with BEST and NPM, *inter alia* inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPM – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

VI. VENUE, OFFICE AND OTHER SUPPORT

The consultancy is based in Nassau, New Providence. Travel may be required.

VII. QUALIFICATIONS

The minimum key skills and expertise of the consultant shall cover the following:

Competencies

- Good interpersonal and team skills, to respond positively to critical feedback, and a consensus-oriented approach to work.
- Full computer literacy and Microsoft Office Suite
- Familiar with conservation finance in the region
- Excellent English writing and communication skills
- Ability to work in complex, multi-stakeholder project environments
- Demonstrates integrity by modeling UN's values and ethical standards
- Promotes the vision, mission and strategic goals of the UNEP
- Displays cultural, gender, race, religion, nationality and age sensitivity and adaptability
- Treats all people fairly without favouritism
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment

Education

- Graduate level degree in environmental economics, conservation finance or related subject



Experience

- Experience with contingent valuation and/or choice modelling to measure values associated with environmental recreation and associated econometric analysis
- Proven experience with conservation finance planning and protected area business planning
- Past working experience with key national stakeholders to undertake projects related to protected areas is preferred
- Past working experience conducting surveys in the Bahamas preferred
- Familiarity with Bahamian MPAs preferred
- Ability to conduct research and analysis with strong synthesis and reporting skills

VIII. LANGUAGE(S)

Fluency in written and spoken English is required.

IX. REQUIRED DOCUMENTATION

- Curriculum Vitae with a cover letter
- Financial proposal

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Terms of Reference

National Project Manager

I. ASSIGNMENT INFORMATION

Project Title: Meeting the Challenge of 2020 in The Bahamas

Post title: National Project Manager

Duration: 60 months

II. BACKGROUND

The Bahamas is a country of over 700 islands and cays. Its topographical construct of limestone has developed a distinct environment for The Bahamas comprised of numerous irreplaceable habitats and species, including vast expanses of Caribbean pine forest, tidal flats with thriving bonefish populations, extensive barrier reefs, the highest concentration of blue holes in the Western Hemisphere, and critical fish nursery habitat believed to contribute significantly to fisheries stocks throughout the Caribbean region.

Even prior to The Bahamas becoming signatory to the Convention on Biological Diversity in 1993, The Bahamas has been involved with the conservation and preservation of nature. The Bahamas established the world's first land and sea park in 1958 with the Exuma Cays Land and Sea Park. That initiative was further enhanced when the Government of The Bahamas doubled the existing protected area network in 2002, and in 2008 committed to protecting 20% of the country's nearshore and marine habitat by 2020 as part of the Caribbean Challenge Initiative (CCI). The CCI was accomplished as of May 2019, and currently The Bahamas has a Protected Areas Network of more than fourteen (14) million acres.

With that in mind, 'Meeting the Challenge of 2020 in The Bahamas' seeks to strengthen and integrate Marine Protected Areas (MPAs) management into broader landscape planning in efforts to reduce pressures on ecosystem services and biodiversity from competing resource uses. The project aims to accomplish this by: improving financial sustainability and effective management of the national ecological infrastructure; preventing, controlling and managing invasive alien species; managing human-biodiversity interfaces and promoting the timely development, demonstration and financing of low-carbon technologies and mitigation options.

III. EXPECTED OUTCOMES AND DELIVERABLES

The National Project Manager (NPM) shall execute the responsibilities and provide the deliverables associated with the scope of works below. The main duties and responsibilities are:

1. Act as secretary to the Project Steering Committee (PSC);
2. Coordinate, manage and monitor the implementation of the GEF 2020 Project conducted by the local and international experts, consultants, subcontractors and cooperating partners; this includes



planning, initiating and managing national project activities according to the project document and the procedures in the official UNEP Operational Guidelines;

3. Organize PSC meetings;
4. Prepare detailed workplan and budget under the guidance of the PSC;
5. Ensure effective communication with the relevant authorities, institutions and Government departments in close collaboration with the Project Steering Committee;
6. Acting as the technical focal point for national stakeholders and broaden national stakeholder base where relevant, e.g. by organizing national stakeholder consultations and facilitating national stakeholder meetings;
7. Assist Technical Consultant for Ecosystem Zoning Plans with stakeholder mapping exercise to identify stakeholders and their patterns of use in each of the 5 target areas of the project;
8. Work with the Technical Consultant for Ecosystem Zoning Plans and marine protected area managers (BNT) in the stakeholder engagement exercises to ensure data and knowledge from stakeholders are incorporated into the zoning plans for the 5 target areas;
9. Foster, establish and maintain links with other related national and international programmes and initiatives;
10. Identification of additional national co-finance as the FSP develops;
11. Prepare and oversee the development of Terms of Reference for FSP components, Targeted MPA Site Teams, other consultants and experts;
12. Organize, contract and manage the consultants and experts, and supervise their performance;
13. Coordinate and oversee the preparation of the outputs of the GEF 2020 Project;
14. Manage the FSP finance, oversee overall resource allocation and where relevant submit proposals for budget revisions to the PSC and UNEP;
15. Manage the overall FSP ensuring that all the activities are carried out on time and within budget to achieve the stated outputs;
16. Coordinate the work of all stakeholders under the guidance of the NEA and the PSC and in consultation with the UNEP Task Manager;
17. Ensure that information is available to the PSC about all Government, private and public sector activities, which impact on GEF 2020 Project; and
18. Prepare and submit to UNEP and the PSC, regular progress and financial reports

IV. REPORTING

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the GEF 2020 project.

The NPM shall report to the Director of the BEST Commission and work in coordination with identified consultants.



The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the GEF 2020 project
- Participate in coordinating meetings with BEST, *inter alia* inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and UNEP task master – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

V. VENUE, OFFICE AND OTHER SUPPORT

The consultancy will be based at the BEST Commission. Travel may be required.

VI. QUALIFICATIONS

Education

University degree or equivalent qualification in an environmental science, environmental planning or related field. A graduate degree is preferred.

Required Skills

- Team player who possesses excellent organisational skills;
- Excellent written and oral communication skills;
- Effective time management skills and ability to work within deadlines;
- Computer literacy with familiarity with Microsoft Office Suite;
- Strong swimmer, certified SCUBA diver;
- Comfortable in and around boats would be assets;
- Ability to work in complex, multi-stakeholder project environments;
- Very good cost control and budgeting skills; and
- Ability to resolve team conflict and possess good problem-solving skills

Experience

- Experience in managing/executing projects for international donor agencies, preferably with experience in The Bahamas;
- Experience with stakeholder engagement and mapping;
- Experience working with government and non-government agencies; and
- Familiarity with multilateral environmental agreements, including CBD and UNFCCC

VII. LANGUAGE(S)

Fluency in written and spoken English is required.



VIII. REQUIRED DOCUMENTATION

- Curriculum Vitae with a cover letter
- Financial proposal

Kindly respond via email to careers@best.gov.bs, as well as cc: sydneicartwright@bahamas.gov.bs, with the referenced position in the subject title.



Terms of Reference

Renewable Energy Consultant

I. ASSIGNMENT INFORMATION

Project Title: Meeting the Challenge of 2020 in The Bahamas

Post Title: Renewable Energy Consultant

Duration: 24 – 32 months

II. BACKGROUND

The Bahamas is a country of over 700 islands and cays. Its topographical construct of limestone has developed a distinct environment for The Bahamas comprised of numerous irreplaceable habitats and species, including vast expanses of Caribbean pine forest, tidal flats with thriving bonefish populations, extensive barrier reefs, the highest concentration of blue holes in the Western Hemisphere, and critical fish nursery habitat believed to contribute significantly to fisheries stocks throughout the Caribbean region.

Even prior to The Bahamas becoming signatory to the Convention on Biological Diversity in 1993, The Bahamas has been involved with the conservation and preservation of nature. The Bahamas established the world's first land and sea park in 1958 with the Exuma Cays Land and Sea Park. That initiative was further enhanced when the Government of The Bahamas doubled the existing protected area network in 2002, and in 2008 committed to protecting 20% of the country's nearshore and marine habitat by 2020 as part of the Caribbean Challenge Initiative (CCI). The CCI was accomplished as of May 2019, and currently The Bahamas has a Protected Areas Network of more than fourteen (14) million acres.

With that in mind, 'Meeting the Challenge of 2020 in The Bahamas' seeks to strengthen and integrate Marine Protected Areas (MPAs) management into broader landscape planning in efforts to reduce pressures on ecosystem services and biodiversity from competing resource uses. The project aims to accomplish this by: improving financial sustainability and effective management of the national ecological infrastructure; preventing, controlling and managing invasive alien species; managing human-biodiversity interfaces and promoting the timely development, demonstration and financing of low-carbon technologies and mitigation options.

III. SCOPE OF WORK

Output 2.4.1: *Three (3) carbon neutral Marine Protected Area facilities established*

Activities



1. Identification and development of baseline energy and emissions data at 3 project intervention sites
2. Design, engineering and installation of Solar PV, EE, and energy management technologies
3. Development of long-term energy management plan

IV. DUTIES AND RESPONSIBILITIES

The Consultant shall provide deliverables associated with the Scope of Works listed above, inclusive of the following:

- Direct RE/EE Component activities in accordance with project plans
- Ensure key deliverables of the project are met on a timely basis
- Ensure project risks and potential delays are identified and mitigated
- Regularly reports on project activities, so that the extent to which the project is achieving its objectives are known
- Ensure relevant key stakeholders are informed of project activities
- Ensure project resources are used effectively and efficiently
- Responsible for managing the activities of all sub-contracted works under the RE/EE component of the project
- Responsible for coordinating the activities of all RE/EE consultants assigned to the project
- Draft report on cost and reduction analyses of GHG emissions at the 3 selected sites
- Perform one (1) year warranty and maintenance of RE/EE equipment at selected sites

V. REPORTING

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the GEF 2020 project.

The Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Manager (NPM).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the GEF 2020 project
- Participate in coordinating meetings with BEST and NPM, *inter alia* inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPM – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

VI. VENUE, OFFICE AND OTHER SUPPORT

The consultancy is based in Nassau, New Providence. Travel is required.



VII. QUALIFICATIONS

Education

- Minimum of Undergraduate degree in energy or energy management related discipline
- Advanced Degree in Energy or Energy Management Discipline preferable
- Project Management Professional Certification would be an asset

Required Skills

- Excellent project management skills
- Very good report writing
- Very good cost control and budgeting skills
- Very good communication and report writing skills
- Ability to resolve team conflicts and possess good problem-solving skills

Experience

- Experience in managing/executing projects for international donor agencies
- Experience working with government and non-government agencies
- Experience with managing or executing Renewable Energy and Energy Efficiency Projects
- Experience in preparing Greenhouse Gas Inventories would be an asset

VIII. LANGUAGE(S)

Fluency in written and spoken English is required.

IX. REQUIRED DOCUMENTATION

- Curriculum Vitae with a cover letter
- Financial proposal

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