



**Ministry of Climate Change, Environment and Energy**  
Republic of Maldives

Date: 27<sup>th</sup> June 2024

Announcement Reference No: (IUL)438-HRU/438/2024/255

**Terms of Reference**

**Project:** Enhancing National Development through Environmentally Resilient Islands “ENDhERI”

**Position:** Biodiversity Consultant

**Type of Contract:** Individual

**Thematic Area:** Biodiversity

**1. Project Background**

The Government of the Republic of Maldives through the Ministry of Climate Change, Environment and Energy is implementing Enhancing National Development through Environmentally Resilient Islands (ENDhERI) project financed by Global Environment Facility (GEF) and assisted by United Nations Environment Program (UNEP) with the objective of enhancing reef protection, resilience and ecosystem recovery by reducing development impacts in a selected project site the Maldives, enabled for replication nationally through public awareness and integrating the values of marine biodiversity and other natural capital in national.

This project aims to assist the government of the Maldives in its implementation of new environmental policies and transition towards national adoption of Green Growth atoll development that will sustain marine Natural Capital (NC) and strengthen the resilience and recovery of reef ecosystems. This will be informed by learning from atoll-wide integrated coastal zone management within a Managed Marine Area / Biosphere Reserve framework, and the application of innovative sustainability practices and standards in agriculture, fisheries, tourism and construction sectors as the basis for transforming the human ecological footprint in Laamu Atoll, and taking this up to national level through sector transformation, spatial planning and improved governance based on NC accounting. The intermediate objective of this transformation is to minimize the flows of pollutants from land-based activities into the adjacent marine environment, and reduce marine-based drivers of reef degradation including baitfish and reef fisheries. Overall, the project seeks to enhance reef ecosystem integrity and resilience through sustainable management, reducing development impacts and integrating NC accounting into national planning.

The project is structured in four components:

**Component 1** will increase the sustainability of marine and coastal resource management under a Green Growth Strategy for Laamu Atoll (Outcome 1.1) and achieve a reduction in stressors impacting Laamu Atoll reefs through increased Green Growth and Integrated Coastal Zone Management practices in key sectors (Outcome 1.2).

**Component 2** will result in increased understanding of the values and dependencies on marine NC and biodiversity and ecosystem services that supports improved livelihoods and sustainable development on Laamu and among key national stakeholders (Outcome 2.1).

**Component 3** will aim to achieve increased institutional capacity, clarified mandates and integration of NC accounting in marine biodiversity conservation policy and programs (Outcome 3.1); enhanced protection of coral reefs and other marine NC through actions by corporate sectors (Outcome 3.2); and strengthened inter-sectoral coordination and spatial planning that incorporates NCA support sustainable development in the fisheries and agriculture, tourism and construction sectors (Outcome 3.3).

**Component 4** will support the implementation of Components 1-3 ensuring that information and lessons learned are shared between the different Components and stakeholders and that results-based management is informed by adequate M&E procedures.

Overall, the project will lead to enhanced conservation and sustainable management of the coral reef-atoll seascapes throughout the Maldives through an in-built design for scaling up from local experience to national change across its three components. Integration of the NC concept and approaches into business models, risk analyses and decision-making processes within government, private sector and financial institutions is expected to align national and local governance with the enhanced planning needs outlined in the National Biodiversity Strategy and Action Plan.

## 2. Detailed Responsibilities of the Biodiversity Consultant

### a. General Responsibilities

- i. Coordinate the implementation of all project outputs, ensuring adherence to project timelines and quality standards.
- ii. Work closely with the Project Manager and the Biodiversity Section of the Ministry to oversee the execution of project components.
- iii. Collaborate with ENDHERI Project staff, the Ministry of Climate Change, Environment and Energy – Biodiversity Section, Marine Research Institute (MMRI), and the Environmental Protection Agency (EPA).
- iv. Participate in data collection and analysis related to coral reefs and marine biodiversity.
- v. Ensure the accuracy and reliability of data collected, adhering to best practices and scientific standards.

### b. Specific Responsibilities

- i. Assist the project team in implementing activities outlined in the project components and monitor progress against the approved work plan.
- ii. Coordinate the production of specified project outputs in a timely and high-quality manner.

- iii. Facilitate support to subcontractors and organize training activities supported by the project.
- iv. Ensure environmental measures are adequately implemented across all projects administered by the Project Management Unit (PMU).
- v. Ensure compliance with environmental protection laws and regulations of the Maldives.
- vi. Ensure continuous and comprehensive consultations throughout project implementation, periodically updating the consultations plan.
- vii. Disseminate project reports and respond to queries from stakeholders.
- viii. Report project progress to local stakeholders and the PMU.
- ix. Identify training needs for technical and field staff involved in the project.
- x. Provide hands-on training on data collection and analysis for coral reefs and marine biodiversity.
- xi. Develop and facilitate workshops on good environmental and social practices for project staff and local communities.
- xii. Educate project-affected families on environmental issues and relevant policies.
- xiii. Develop information, education, and communication (IEC) materials to raise awareness on reef conservation and climate change impacts.
- xiv. Conduct awareness sessions on coral reefs for school children under the guidance of the biodiversity unit.
- xv. Design methodologies for vulnerability assessments and related fieldwork.
- xvi. Review and improve the existing monitoring framework, including sampling methodologies and parameters.
- xvii. Participate in field surveys and assessments as needed, ensuring adherence to approved methodologies.
- xviii. Based on vulnerability and adaptation assessments, recommend appropriate measures to adapt to the impacts of climate change on coral reefs and marine biodiversity.
- xix. Ensure that data collection is systematic, accurate, and aligned with Natural Capital Accounting (NCA) principles, facilitating effective biodiversity management and policy-making.
- xx. Provide technical guidance and inputs for the preparation of IEC materials to increase awareness on reef conservation.
- xxi. Advise focal points responsible for activity implementation in the target area.
- xxii. Oversee the exchange and sharing of experiences and lessons learned with relevant community-based conservation and development projects.

### 3. Qualifications required:

The Biodiversity Consultant shall meet the following minimum qualification and should provide CVs and supporting documents for the following requirements:

*Minimum qualification:*

- Bachelor's degree with minimum 10 years of experience or Master's degree with minimum 5 years of experience in Environmental Management, Environmental Science or a related field

*Other evaluated Qualifications/Skills:*

- Sound understanding of principles underlying environmental management and international best practices in the field. The candidate is expected to be familiarized with both national and international, environmental and safeguard policies.
- Thorough understanding of environmental politics and socio-economic environment of local communities and the government will be an added advantage
- Excellent language skills in Dhivehi and English (writing, speaking and reading)
- Good interpersonal skills and communication

**4. Collaboration, Guidance and Supervision**

The Biodiversity Consultant will be contracted by the Ministry of Climate Change Environment and Energy and is fully accountable to the Ministry on the quality and timely delivery of his/her work under the contract. During the period of work, the Biodiversity Consultant will work under the guidance and supervision of the Project Manager, and will work closely with the Communications Specialist.

**5. Duration of the Assignment**

The Biodiversity Consultant will be hired for a period of 12 months.

**6. Remuneration**

Remuneration will be at the rate of MVR 30,000.00 per month

**7. Selection Criteria**

Biodiversity Consultant will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

<b>Criteria</b>	<b>Weightage (%)</b>	<b>Documents Evaluated</b>
Achieved minimum academic qualification and work experience	40	<i>Copies of Accredited Certificate and Letters of experience</i>
Experience in managing stakeholders at local and national level in at least	10	<i>Letters of experience</i>

one donor funded project/programme		
Experience in working with ministries or national institutions that are concerned in a related field of environment or management (2 points for each year)	10	<i>Letters of experience</i>
Interview	40	<i>In-person Interview</i>

## 8. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of Accredited certificates
- Letters of work experience
- Copy of National ID card
- Any other document that may support the application

## 9. Submission

Interested candidates may email their proposals on or before 1200hrs of 09<sup>th</sup> July 2024 to the following address.

Human Resource Department  
[jobs@environment.gov.mv](mailto:jobs@environment.gov.mv)  
 Ministry of Climate Change, Environment and Energy  
 Green Building, Handhuvaree Hingun, Maafannu  
 Male', 20392, Republic of Maldives