

Terms of Reference

Consultancy Standardised Biodiversity Monitoring Framework

1. Background

1.1 Context

Wetlands are integral to Eastern Africa's panoramic landscape, from mountain peatlands, to rivers dissecting the deserts and lush mangroves that cushion the coast. They support high levels of biodiversity, including enigmatic species such as the dugong, marine turtles and endemic primates such as the Tana River red colobus monkey. A study coordinated by Wetlands International demonstrated that no less than 82% of freshwater fish and 74% of molluscs are endemic to the region (Darwall et al., 2009). Significantly, they are home to millions of migratory waterbirds, some of which come from as far as Siberia. As connectors between terrestrial, freshwater and marine realms, wetlands support biodiversity far beyond their borders, facilitating the last large-scale mammal migrations in the world and acting as important nursery grounds for the Indian Ocean. Eastern Africa's wetlands are also vital to the well-being and livelihoods of people. They provide enormous benefits through climate and flood regulation, coastal protection, recreation and tourism.

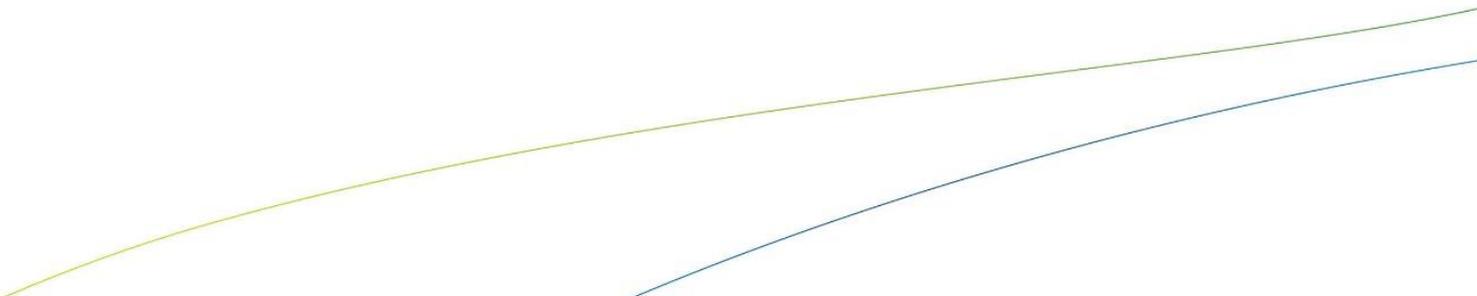
Eastern Africa's inland and coastal wetlands are under threat. A major cause of this decline is severe overexploitation of natural resources, including diversion of water for intensive agriculture, wood harvesting from mangrove forests, overgrazing of floodplains and poaching of threatened species. These pressures are heightened by population growth and human displacement, causing sudden migration towards previously pristine areas. Economic growth has stimulated huge investments in large-scale and high-impact infrastructure development. Such developments cause wetland destruction on-site as well as off-site through disturbance of hydrological and sediment flows. Other threats include invasion by alien species, pollution, eutrophication and erosion. Climate change directly affects ecosystem health and biodiversity, and compounds other anthropogenic drivers such as overexploitation of water and natural resources.

However, it is difficult to quantify the loss of biodiversity within the landscapes in which we work, since there is no standardised way in which biodiversity is monitored. Therefore, we propose to work on a standardised biodiversity monitoring framework that can be applied to the different landscapes in which we work (as well as to others) in order to properly assess the current state of biodiversity and compare it to historical values.

This consultancy will be part of the Source to Sea initiative. Source to Sea is an initiative with the vision: "to ensure that by 2030 high value wetlands in the Rift Valley and along the Eastern Africa Mangrove Coast have an improved conservation status, benefiting freshwater, marine and terrestrial biodiversity, supporting livelihoods and a climate-resilient economy". Through this initiative, Wetlands International in partnership with the Swedish International Development Cooperation Agency (Sida) will address the drivers to the loss of wetlands and their biodiversity in Eastern Africa by putting in place enabling conditions for integrated wetland management solutions at landscape and ecoregional levels. Although the standardised biodiversity monitoring framework is an important deliverable for Source to Sea, we have the ambition to make this framework applicable throughout our whole network organisation.

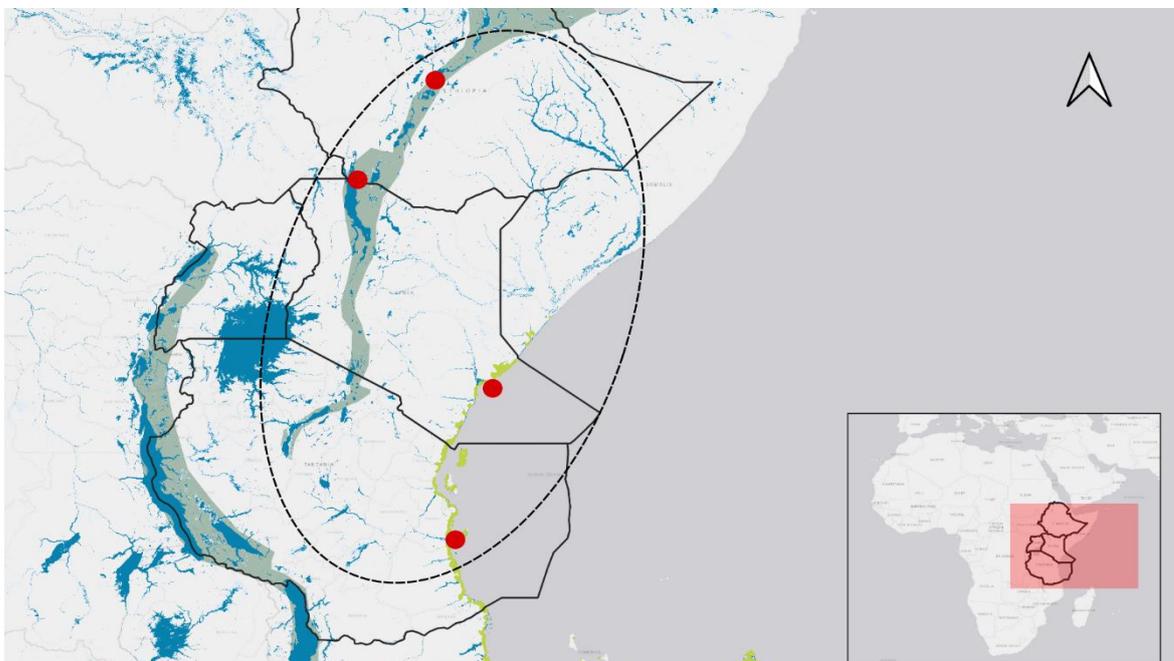
1.2 Objective

The objective of this consultancy is to establish a biodiversity monitoring framework for the Source to Sea ecoregions in East Africa that enables long-term tracking of specific wetland biodiversity values and threats across these ecoregions in Eastern Africa and in the project landscapes specifically. The development of the framework and the implementation of it should contribute to the identification and filling of knowledge gaps. While the monitoring should be applicable in the Source to Sea ecoregions, the approach chosen to develop this should be applicable more widely within Wetlands International (&beyond) and capacity on how to develop this should be built in Wetlands International by involving relevant staff at all stages.



2. Scope

1. **Develop an action plan** that details the approach towards a biodiversity monitoring framework for the Source to Sea ecoregions, the - landscapes and that can be applied more broadly within Wetlands International. This could be based on a theory of change with its typical components or similar frameworks.
2. **Explore & synthesize international commonly used frameworks** related to biodiversity monitoring frameworks: Undertake systematic review of literature to synthesize documented global (e.g. the recently agreed framework for the CBD Global Biodiversity Framework) and national (Ethiopia/Kenya/Tanzania) frameworks of biodiversity monitoring. In doing so address issues of practicality, need for adaption at appropriate scale, etc.;
3. **Participatory discussion on draft biodiversity objectives, targets and indicators, related to the landscape visions:** to support ownership at level of S2S initiative and its relevant stakeholders multiple moments and appropriate processes are to be organised to obtain input and ownership and discuss the progress of the framework. WI will support in getting the relevant stakeholders together for these key moments.
4. **Finalize the standardised concept for biodiversity monitoring framework.** In addition to a technical working paper the consultant will submit a final operational and financial report on the consultancy itself.
5. **A biodiversity monitoring framework for the S2S ecoregions and a plan for the 4 landscapes** in which specific recommended monitoring indicators based on the context of each landscape are given. Should also include an indication of costs of implementing this monitoring until 2030.
6. **Give 2 trainings to WI staff and relevant stakeholders.** After the training WI staff and stakeholders should understand and own the process of developing the monitoring framework and should have the capacity to implement the monitoring framework in the 4 landscapes (see figure 1) of the S2S initiative. Trainings will be given within the 2 ecoregions.



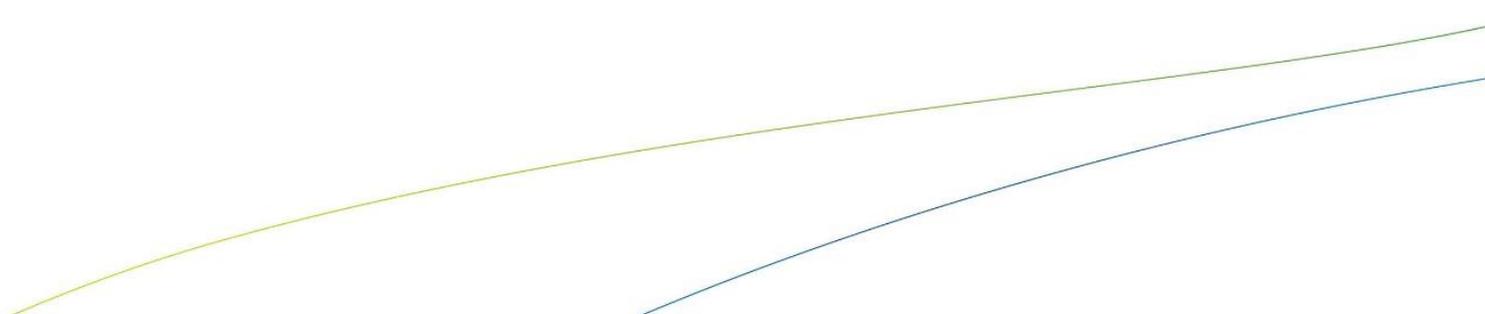
1: Wetlands in Eastern Africa, including the mangrove ecoregion in the coastal zone and the rift valley ecoregion inland. Wetlands are shown in blue, mangroves in green. The Rift Valley is indicated with Green-grey. The intervention area is located in the in the ellipsoid, with specific implementation landscapes indicated with red bulbs, from North to South: Ziway-Shalla, Omo-Turkana, Lamu Delta, and Rufiji Delta

3. Preferred methodology

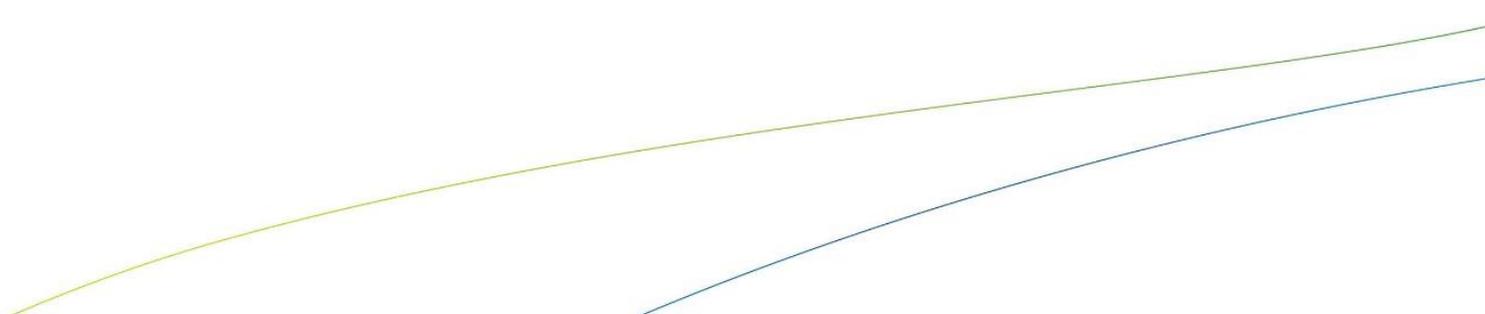
It is proposed that the development of the Biodiversity Monitoring Framework follows the following results chain:

1. Development of a landscape vision
2. Set biodiversity objectives for the landscape (aligned to a developed/existing vision for the landscape)
3. Set biodiversity related targets in line with the objectives
4. Propose indicators in order to measure the set targets
5. Develop a monitoring approach to measure the set indicators

Following this logic the standardised biodiversity monitoring framework will provide guidance and inspiration for steps 2-5. These are also the steps in which the consultant will support. The standardised biodiversity monitoring framework in doing so will:

- Engage stakeholders and create ownership for the monitoring and the process towards it
 - Build strongly on existing local, regional, national and international initiatives & measurements / data collection and use what is applicable from those
 - Embrace citizen science
 - Integrate community based monitoring where possible and realistic
 - Ensure the monitoring is able to detect changes
 - Ensure the monitoring is sustainable in the long term, both in terms of financial requirements and in terms of capacity needed.
 - Ensure reference data to describe change from
 - Ensure the framework is as lean & effective as possible: limiting the indicators to the core ones that when measured, give a good indication of the biodiversity status of the wetlands and wider landscape
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4. Profile of the preferred candidate

- The preferred candidate will have expertise in biodiversity monitoring and experience in developing monitoring frameworks, and working with a theory of change or other similar concepts.
 - Should be able to work in a co-creation attitude with stakeholders in the WI network.
 - Able to capture complex concepts in understandable language (English) and visualisations, and document that for use and application by a range of stakeholders, both in East Africa and within WI more in general.
 - Flexible in approach.
 - Proven track record of high performance in consultancies
 - Good skills in facilitating workshops with multiple partners, both physical and online
 - Embrace principles of diversity and integrity and other important principles in the code of conduct and way of working of WI.
 - And other relevant skills needed to perform this consultancy
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5. Management and Reporting

During the assignment Ward Hagemeyer will be the point of contact within WI. He will set up a specific working group with the consultant and our 2 ecoregion leads Lilian Nyaega and Redwan Mouhamed, who are based in Kenya and Ethiopia. This will make sure the connection between the framework and the needs of the region and its stakeholders gets continuously reflected upon.

The final framework and report will be made in WI house style and the ownership of the intellectual property will be transferred to WI.

Proposed payment structure

Table 1

Deliverables	Payment (%)
On signing of agreement	50
On finalising the standardised concept for biodiversity monitoring framework	25
Delivery of the training workshop contents	25

Timing and duration

The overall proposed time for this task is estimated to be about 35-45 working days during a 5 month period, starting 7th of August. The 5-month period is including potential summer holidays. The estimation of days includes 6-10 days needed to deliver 2 trainings. The delivery will be as described in the scope.

6. Budget

The estimated budget for this consultancy is assumed to be close to 40,000 EURO. This includes travel expenses for the envisioned training workshops in Ethiopia/Kenya and Kenya/Tanzania estimated at 5,000 EURO, leaving an indicative budget of 35,000 EURO as budget for the international consultant fees. The payment will be attached to deliverables as illustrated in table 1.

It is envisaged that the consultant will travel to the region to give practical hands-on training on the framework that has been developed.

7. How to apply?

Kindly share us your CV, as well as a (short) proposal by 10th of July latest to ward.hagemeijer@wetlands.org and CC: michael.nelemans@wetlands.org; pbhanderi@wetlands-eafrica.org with 'Standardised Biodiversity Monitoring Framework' in the title of the message. The proposal should include a short preliminary work plan, which specifies the estimated number of consultancy days you plan to spend on this assignment, including the corresponding budget figure.