



Eastern and South African Regional Office, Accelerating ratification and implementation of BBNJ Treaty in Western Indian Ocean, Coastal and Ocean Resilience
RfP Reference: IUCN-25-01-G-25-2140763 and CLB-2637

Welcome to this Procurement by IUCN. You are hereby invited to submit a Proposal. Please read the information and instructions carefully because non-compliance with the instructions may result in disqualification of your Proposal from this Procurement.

1. REQUIREMENTS

- 1.1. A detailed description of the services and/or goods to be provided can be found in Attachment 1.

2. CONTACT DETAILS

- 2.1. During the course of this procurement, i.e. from the publication of this RfP to the award of a contract, you may not discuss this procurement with any IUCN employee or representative other than the following contact. You must address all correspondence and questions to the contact, including your Proposal.

IUCN Contact: jolly.chemutai@iucn.org

3. PROCUREMENT TIMETABLE

- 3.1. This timetable is indicative and may be changed by IUCN at any time. If IUCN decides that changes to any of the deadlines are necessary, we will publish this on our website and contact you directly if you have indicated your interest in this procurement (see Section 3.2).

DATE	ACTIVITY
08 /01/ 2024	Publication of the Request for Proposals
13 / 01 / 2025	Deadline for expressions of interest
15 / 01 / 2025	Deadline for submission of questions
17 / 01 / 2025	Planned publication of responses to questions
27/ 01 / 2025	Deadline for submission of Proposals to IUCN (" Submission Deadline ")
31/ 01/ 2025	Clarification of Proposals
05 /02 / 2025	Interviews
21 / 02 / 2025	Planned date for contract award
24 / 02 / 2025	Expected contract start date

- 3.2. Please email the IUCN contact to express your interest in submitting a Proposal by the deadline stated above. This will help IUCN to keep you updated regarding the procurement.

4. COMPLETING AND SUBMITTING A PROPOSAL

4.1. Your Proposal must consist of the following four separate documents:

- Signed Declaration of Undertaking (see Attachment 2)
- Pre-Qualification Information (see Section 4.3 below)
- Technical Proposal (see Section 4.4 below)
- Financial Proposal (see Section 4.5 below)

Proposals must be prepared in English.

4.2. Your Proposal must be submitted by email to the IUCN Contact (see Section 2). The subject heading of the email shall be [RfP Reference – bidder name]. The bidder name is the name of the company/organisation on whose behalf you are submitting the Proposal, or your own surname if you are bidding as a self-employed consultant. Your Proposal must be submitted in PDF format. You may submit multiple emails suitably annotated, e.g. Email 1 of 3, if attached files are too large to suit a single email transmission. You may not submit your Proposal by uploading it to a file-sharing tool.

IMPORTANT: Submitted documents must be password-protected so that they cannot be opened and read before the submission deadline. Please use the same password for all submitted documents. After the deadline has passed and within 12 hours, please send the password to the IUCN Contact. This will ensure a secure bid submission and opening process. Please DO NOT email the password before the deadline for Proposal submission.

4.3. *Pre-Qualification Criteria*

IUCN will use the following Pre-Qualification Criteria to determine whether you have the capacity to provide the required goods and/or services to IUCN. Please provide the necessary information in a single, separate document.

Pre-Qualification Criteria	
1	3 relevant references of clients similar to IUCN / similar work
2	Confirm that you have all the necessary legal registrations to perform the work
3	State your annual turnover for each of the past 3 years
4	How many employees does your organisation have who are qualified for this work?
5	Confirm that you or your organisation can work in Kenya, Namibia and Ethiopia.

4.4. *Technical Proposal*

The Technical Proposal must address each of the criteria stated below explicitly and separately, quoting the relevant criteria reference number (left-hand column).

Proposals in any other format will significantly increase the time it takes to evaluate, and such Proposals may therefore be rejected at IUCN's discretion.

Where CVs are requested, these must be of the individuals who will actually carry out the work specified. The individuals you put forward may only be substituted with IUCN's approval.

IUCN will evaluate **Technical Proposals** with regards to each of the following criteria and their relative importance:

No	Criteria	Points
1.	Approach and Methodology	
1.1	<i>Conceptual and methodological approach</i>	15

	<p>Conceptual and methodological approach to co- facilitating two in person workshops (20-50 participants each), one hybrid and several webinars.</p> <p>Description of the conceptual and methodological approach which can include draft work plans and agendas for delivery approach. (10 pt.)</p> <p>Explanation of the relevance and effectiveness of the methodological approach (5 pt.)</p>	
1.2	<p><i>Operationalisation of the approach and Methodology</i></p> <p>Ability, proven by the experience/previous assignment, of the consultant(s) to implement the proposed methodology, previous workplans and agendas can be included (10 pt.)</p> <p>Working programme / working schedule for delivery of outputs. Service provider providing the most advantageous and realistic delivery schedule (10 pt.)</p> <p>Staffing schedule and task assignment descriptions aligned with team members expertise/experience (5pt.)</p> <p>Work organisation, back-up services, flexibility, quality control, logistics and monitoring and evaluation (5 pt.)</p>	30
2.	Consultant(s) Competencies	
2.1.	<p><u>Team leader:</u></p> <p>Education: post-graduate degree at or above MSc level in in marine science, environmental law, international relations or a related field (10 pt.)</p> <p>Work experience: at least five (5) years in experience in BBNJ negotiations, ocean governance, and/or the implementation of UNCLOS in Africa (10 pt.)</p> <p>Workshop Facilitation and Presentation experience (5 pt.)</p> <p>Research and Writing experience (5. pt.)</p>	30
2.2.	<p><u>Subject matter expert:</u></p> <p>Education: post-graduate degree at or above MSc level in marine science, environmental law, international relations or a related field (10 pt.)</p> <p>Work experience: at least two (2) years in experience in BBNJ negotiations, ocean governance, and/or the implementation of UNCLOS in Africa (5 pt.)</p> <p>Workshop Facilitation and Presentation experience (5 pt.)</p> <p>Research and Writing experience (5 pt.)</p>	25
Total (maximum)		100

Consultants from East and Southern African Coastal States are highly encouraged to apply.

4.5. *Financial Proposal*

4.5.1. The Financial Proposal must be a fixed and firm price for the provision of the goods/services stated in the RfP in their entirety.

4.5.2. *Prices include all costs*

Submitted rates and prices are deemed to include all costs, insurances, taxes (except VAT, see below), fees, expenses, liabilities, obligations, risk and other things necessary for the performance of the Terms of Reference or Specification of Requirements. IUCN will not accept charges beyond those clearly stated in the Financial Proposal. This includes applicable

withholding taxes and similar. It is your responsibility to determine whether such taxes apply to your organisation and to include them in your Financial Proposal.

4.5.3. *Applicable Goods and Services Taxes*

Proposal rates and prices shall be exclusive of Value Added Tax.

4.5.4. *Currency of proposed rates and prices*

All rates and prices submitted by Proposers shall be in [United States Dollar (US\$)].

4.5.5. *Breakdown of rates and prices*

Provide rates and prices as per deliverables.

4.6. Additional information not requested by IUCN should not be included in your Proposal and will not be considered in the evaluation.

4.7. Your Proposal must remain valid and capable of acceptance by IUCN for a period of 90 calendar days following the submission deadline.

4.8. *Withdrawals and Changes*

You may freely withdraw or change your Proposal at any time prior to the submission deadline by written notice to the IUCN Contact. However, in order to reduce the risk of fraud, no changes or withdrawals will be accepted after the submission deadline.

5. EVALUATION OF PROPOSALS

5.1. *Completeness*

IUCN will firstly check your Proposal for completeness. Incomplete Proposals will not be considered further.

5.2. *Pre-Qualification Criteria*

Only Proposals that meet all of the pre-qualification criteria will be evaluated.

5.3. *Technical Evaluation*

5.3.1. *Scoring Method*

Your Proposal will be assigned a score from 0 to 10 for each of the technical evaluation criteria, such that '0' is low and '10' is high.

5.3.2. *Minimum Quality Thresholds*

Proposals that receive a score of '0' for any of the criteria will not be considered further.

5.3.3. *Technical Score*

Your score for each technical evaluation criterion will be multiplied with the respective relative weight (see Section 4.4) and these weighted scores added together to give your Proposal's overall technical score.

5.4. *Financial Evaluation and Financial Scores*

The financial evaluation will be based upon the full total price you submit. Your Financial Proposal will receive a score calculated by dividing the lowest Financial Proposal that has passed the minimum quality thresholds (see Section 5.3.2) by the total price of your Financial Proposal.

Thus, for example, if your Financial Proposal is for a total of CHF 100 and the lowest Financial Proposal is CHF 80, you will receive a financial score of $80/100 = 80\%$

5.5. *Total Score*

Your Proposal's total score will be calculated as the weighted sum of your technical score and your financial score.

The relative weights will be:

Technical:	70%
Financial:	30%

Thus, for example, if your technical score is 83% and your financial score is 77%, you will receive a total score of $83 * 70\% + 77 * 30\% = 58.1\% + 23.1\% = 81.2\%$.

Subject to the requirements in Sections 4 and 7, IUCN will award the contract to the bidder whose Proposal achieves the highest total score.

6. EXPLANATION OF PROCUREMENT PROCEDURE

- 6.1. IUCN is using the Open Procedure for this procurement. This means that the contracting opportunity is published on IUCN's website and open to all interested parties to take part, subject to the conditions in Section 7 below.
- 6.2. You are welcome to ask questions or seek clarification regarding this procurement. Please email the IUCN Contact (see Section 2), taking note of the deadline for submission of questions in Section 3.1.
- 6.3. All Proposals must be received by the submission deadline in Section 3.1 above. Late Proposals will not be considered. All Proposals received by the submission deadline will be evaluated by a team of three or more evaluators in accordance with the evaluation criteria stated in this RfP. No other criteria will be used to evaluate Proposals. The contract will be awarded to the bidder whose Proposal received the highest Total Score. IUCN does, however, reserve the right to cancel the procurement and not award a contract at all.
- 6.4. IUCN will contact the bidder with the highest-scoring Proposal to finalise the contract. We will contact unsuccessful bidders after the contract has been awarded and provide detailed feedback. The timetable in Section 3.1 gives an estimate of when we expect to have completed the contract award, but this date may change depending on how long the evaluation of Proposals takes.

7. CONDITIONS FOR PARTICIPATION IN THIS PROCUREMENT

- 7.1. To participate in this procurement, you are required to submit a Proposal, which fully complies with the instructions in this RfP and the Attachments.
 - 7.1.1. It is your responsibility to ensure that you have submitted a complete and fully compliant Proposal.
 - 7.1.2. Any incomplete or incorrectly completed Proposal submission may be deemed non-compliant, and as a result you may be unable to proceed further in the procurement process.
 - 7.1.3. IUCN will query any obvious clerical errors in your Proposal and may, at IUCN's sole discretion, allow you to correct these, but only if doing so could not be perceived as giving you an unfair advantage.
- 7.2. In order to participate in this procurement, you must meet the following conditions:
 - Free of conflicts of interest
 - Registered on the relevant professional or trade register of the country in which you are established (or resident, if self-employed)
 - In full compliance with your obligations relating to payment of social security contributions and of all applicable taxes
 - Not been convicted of failing to comply with environmental regulatory requirements or other legal requirements relating to sustainability and environmental protection
 - Not bankrupt or being wound up

- Never been guilty of an offence concerning your professional conduct
- Not involved in fraud, corruption, a criminal organisation, money laundering, terrorism, or any other illegal activity.

- 7.3. You must complete and sign the Declaration of Undertaking (see Attachment 2).
- 7.4. If you are participating in this procurement as a member of a joint venture, or are using sub-contractors, submit a separate Declaration of Undertaking for each member of the joint venture and sub-contractor, and be clear in your Proposal which parts of the goods/services are provided by each partner or sub-contractor.
- 7.5. Each bidder shall submit only one Proposal, either individually or as a partner in a joint venture. In case of joint venture, one company shall not be allowed to participate in two different joint ventures in the same procurement nor shall a company be allowed to submit a Proposal both on its behalf and as part of a joint venture for the same procurement. A bidder who submits or participates in more than one Proposal (other than as a subcontractor or in cases of alternatives that have been permitted or requested) shall cause all the Proposals with the bidder's participation to be disqualified.
- 7.6. By taking part in this procurement, you accept the conditions set out in this RfP, including the following:
- It is unacceptable to give or offer any gift or consideration to an employee or other representative of IUCN as a reward or inducement in relation to the awarding of a contract. Such action will give IUCN the right to exclude you from this and any future procurements, and to terminate any contract that may have been signed with you.
 - Any attempt to obtain information from an employee or other representative of IUCN concerning another bidder will result in disqualification.
 - Any price fixing or collusion with other bidders in relation to this procurement shall give IUCN the right to exclude you and any other involved bidder(s) from this and any future procurements and may constitute a criminal offence.

8. CONFIDENTIALITY AND DATA PROTECTION

- 8.1. IUCN follows the European Union's General Data Protection Regulation (GDPR). The information you submit to IUCN as part of this procurement will be treated as confidential and shared only as required to evaluate your Proposal in line with the procedure explained in this RfP, and for the maintenance of a clear audit trail. For audit purposes, IUCN is required to retain your Proposal in its entirety for 10 years after the end of the resulting contract and make this available to internal and external auditors and donors as and when requested.
- 8.2. In the Declaration of Undertaking (Attachment 2) you need to give IUCN express permission to use the information you submit in this way, including personal data that forms part of your Proposal. Where you include personal data of your employees (e.g. CVs) in your Proposal, you need to have written permission from those individuals to share this information with IUCN, and for IUCN to use this information as indicated in 8.1. Without these permissions, IUCN will not be able to consider your Proposal.

9. COMPLAINTS PROCEDURE

If you have a complaint or concern regarding the propriety of how a competitive process is or has been executed, then please contact procurement@iucn.org. Such complaints or concerns will be treated as confidential and are not considered in breach of the above restrictions on communication (Section 2.1).

10. CONTRACT

The contract will be based on IUCN's template in Attachment 3, the terms of which are not negotiable. They may, however, be amended by IUCN to reflect particular requirements from the donor funding this particular procurement.

11. ABOUT IUCN

IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.

Headquartered in Switzerland, IUCN Secretariat comprises around 1,000 staff with offices in more than 50 countries.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,300 Member organisations and some 10,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.

IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, indigenous peoples organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.

Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.

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12. ATTACHMENTS

Attachment 1 *Specification of Requirements / Terms of Reference*

Title: *Assisting the IUCN-ESARO's Coastal and Ocean Resilience Programme (COR) to catalyse the BBNJ Agreement's Ratification and Implementation in Eastern and Southern Africa*

Objective of the Consultancy

This consultancy has the following objective(s):

1. Assist the IUCN-ESARO and partners with the acceleration of the BBNJ Agreement's ratification and implementation in Eastern and Southern Africa.
2. Using expertise of the BBNJ Agreement and ocean governance in Eastern and Southern Africa, develop, plan and execute/facilitate in-person hybrid and online information sessions and workshops.
3. Through assessment and analysis, generate and contribute to knowledge products and exercise such as reports, policy briefs, presentations, simulation exercises and other informative materials focused on the BBNJ Agreement.

Background

Project Reference: IUCN Project Number from Project Portal - P04745

Donor reference: **IUCN-24-12-G-24-2140763 and CLB-2637**

About IUCN

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About the Project

The historic adoption of the Agreement under the United Nations Convention on the Law of the Sea (UNCLOS) in June 2023 marks a significant step towards the conservation and sustainable use of marine biodiversity in areas beyond national jurisdiction (ABNJ) (hereafter BBNJ Agreement). The BBNJ agreement addresses crucial substantive issues such as marine genetic resources (MGR), including the fair and equitable sharing of benefits (ABS), area-based management tools (ABMT), including marine protected areas (MPA), environmental impact assessments (EIA), and capacity building and the transfer of marine technology (CBTMT).

UNGA Decision 78/560 to convene the first and second sessions of the BBNJ Agreement's Preparatory Commission (Prep-Com) from 14 to 25 April and from 18 to 29 August 2025, underscores the urgency to prepare UN Member States for the entry into force and implementation of the BBNJ Agreement. Working with various regional and global partners, IUCN-ESARO COR aims to support 11 Eastern and Southern African States (Angola, Comoros, Kenya, Madagascar, Mauritius, Mozambique, Namibia, Seychelles, Somalia, South Africa, and Tanzania) with the ratification and implementation of the BBNJ Agreement. Playing the role of a trusted convenor, IUCN-ESARO's efforts are focused on facilitating technical assistance through 4 Pillars:

1. Awareness and capacity building
2. Strengthening legal and institutional frameworks
3. Regional & continental coordination
4. Enhancing local scientific capacity, site identification, threat analysis, financing methods

Description of the Assignment

The consultant(s) or consortium of consultants (up to two) will assist the IUCN-ESARO's COR Programme catalyse the BBNJ Agreement's ratification and implementation in Eastern and Southern Africa. With a high degree of familiarity of the BBNJ Agreement, including its obligations, benefits and challenges, expertise in ocean governance, especially as it relates to MGR/ ABS, finance, and marine science, the consultant(s) or consortium will work with the IUCN-ESARO COR programme and partners to develop, plan and execute/facilitate in-person hybrid and online information sessions and workshops. The consultant(s) or consortium will assist the IUCN-ESARO COR Programme in the creation of knowledge products and exercises such as reports, policy briefs, presentations, simulations and other informative materials focused on the BBNJ Agreement, Africa and Eastern and Southern Africa. Specific deliverables include assisting IUCN-ESARO and its partners in the delivery of two

physical workshops, lasting maximum 4 days each, one hybrid workshop and a series of webinars. The consultant(s) or consortium will also analyse an African focused BBNJ rapid needs assessment to generate reports and briefs, create workshop reports, a policy brief, presentations and other simulation exercises and other informative materials focused on the BBNJ Agreement. The consultant(s) or consortium will build on existing material, including Division of the already prepared at the global level concerning the BBNJ Agreement to avoid duplications, including the DOALOS factsheets, briefing recordings and InforMEA course.

Duration of the Assignment

Eight (8) months, from 24/02/2025 to 24/10/2025

Deliverables and Activities

The consultant will provide the following deliverables and carry out the following activities:

Deliverable/Activity	Description	Deadline (2025)
1. Deliverable 1	Consultancy Action Plan	24-28 Feb
1.a Activity 1A	Action Plan Proposal delivered	24 Feb
1.b Activity 1B	Action Plan Review Meeting	24-27 Feb
1.c Activity 1C	Final Action Plan agreed	28 Feb
2. Deliverable 2	Western Indian Ocean, Eastern & Southern African Regional Workshop (WIOESARW)	27 Feb -14 Mar
2.a Activity 2A	Complete WIOESARW Detailed Agenda	27 Feb
2.b Activity 2B	Prepare for in person facilitation	28 Feb
2.c Activity 2C	Prepare 3-5, 30–45-minute presentations	27-3 Mar
2.d Activity 2D	Co-design a 1-day scenario analysis	27-3 Mar
2.e Activity 2E	Co-facilitate workshop (3 days)	4-6 Mar
2.f Activity 2F	Facilitate 3-5, 30–45-minute sessions	4-6 Mar
2.g Activity 2G	Co-deliver scenario analysis	4-6 Mar
2.h Activity 2H	Rapporteur workshop	4-6 Mar
2.i Activity 2I	Compile needs assessment & prepare a Situational Analysis document	10 Mar
2.j Activity 2J	Deliver Workshop Report & Roadmap	14 Mar
3. Deliverable 3	AU Hybrid Continental Workshop (AUHCW)	10-28 Mar
3.a Activity 3A	Complete Detailed Workshop Agenda	10 Mar
3.b Activity 3B	Prepare for 2-3 days of facilitation	14 Mar
3.c Activity 3C	Prepare 3-5, 30–45-minute presentations	14 Mar
3.d Activity 3D	Co-facilitate AUHCW (2-3 days)	TBC Mar
3.e Activity 3E	Present 3-5, 30–45-minute sessions	TBC Mar
3.f Activity 3F	Rapporteur Workshop	TBC Mar
3.G Activity 3G	Deliver Workshop Report	21 Mar
4. Deliverable 4	Benguela Current Convention (BCC) Workshop	10 Mar – 11 Apr
4.a Activity 4A	Complete Detailed Workshop Agenda	10 Mar
4.b Activity 4B	Prepare for in person facilitation	14 Mar
4.c Activity 4C	Prepare 3, 30–45-minute presentations	14 Mar
4.d Activity 4D	Co-design 1-day scenario analysis	14 Mar
4.e Activity 4E	Co-facilitate workshop (2-3 days)	TBC Mar / Apr
4.f Activity 4F	Facilitate 3, 30–45-minute sessions	TBC Mar / Apr
4.g Activity 4G	Co-deliver scenario analysis	TBC Mar / Apr
4.h Activity 4H	Rapporteur Workshop	TBC Mar / Apr
4.i Activity 4I	Contribute to & deliver Workshop Report	11 Apr
5. Deliverable 5	BBNJ Africa Policy Brief (10 pages)	17 Mar - 25 Apr
5.a Activity 5A	Complete BBNJ Policy Brief Road Map	28 Mar
5.b Activity 5B	Co-analyse results of a continent-wide BBNJ Rapid Needs Assessment	4 Apr
5.c Activity 5C	Compile insights of WIOESARW, AUHCW & BCC-Workshop into the Brief	4 Apr

5.d Activity 5D	Consult & meet with African Network of BBNJ Experts	11 Apr
5.e Activity 5E	Co-produce sections with African Network of BBNJ Experts	11 Apr
5.f Activity 5F	Delivery a first draft of Brief	16 Apr
5.g Activity 5G	Revision of Brief	17-21 Apr
5.h Activity 5H	Validation of Brief	21 Apr
5. i Activity 5I	Co-delivery of Brief	25 Apr
6. Deliverable 6	BBNJ Information Series	17 Mar - 20 Oct
6.a Activity 6A	Present in Prep-Com & Africa webinar	17-31 Mar
6.b Activity 6B	Present in celebration of Africa Day of Seas & Ocean webinar (2-3 hours)	25 Jul
6.c Activity 6C	Present in Ocean-biodiversity climate nexus webinar (2-3 hours)	1–24 Oct
6.d Activity 6D	Co-deliver information series report (5pgs)	20 Oct
7. Deliverable 7	BBNJ Fellowship for policymakers	17 Mar –20 Oct
7.a Activity 7A	Complete BBNJ Fellowship Road Map	28 Mar
7.b Activity 7B	Co-deliver online workshop as part of AUHCW	10-12 Mar
7.c Activity 7C	Co-deliver online workshop on MGR/ABS financing & implementation	2 – 27 May
7.d Activity 7D	Co-deliver online workshop on Prep-Com & COP1	4 – 29 Aug
7.e Activity 7E	Co-deliver online workshops	1–24 Oct
7.f Activity 7F	Co-deliver fellowship report (5pgs)	20 Oct
8. Deliverable 8	Consultancy Monitoring & evaluation Report	24 Oct
8.a Activity 8A	Delivery of first draft of report	13 Oct
8.b Activity 8B	Revision of report	20 Oct
8.c Activity 8C	Co-Delivery of report	24 Oct

Payment Schedule

The Timetable below summarises the chronological order of deliverables and indicates milestones at which IUCN will pay the Consultant.

Deliverable	Milestone payment
Deliverable 1: 28 Feb	10%
Deliverables 2-4 & Activity 8B: 4 Apr	20%
Deliverables 5-6: 25 Apr	20%
Deliverables 7-9: 24 Oct	50%

Skills and Experience

The consultant(s) or consortium of consultants must have the following skills, education and experience as a minimum.

- **Educational Qualification:** A degree in marine science, environmental law, international relations, or a related field is required, with master's and doctorates recommended.
- **Expertise:** Demonstrated experience in BBNJ negotiations, ocean governance, and/or the implementation of UNCLOS in Africa.
- **Knowledge:** A strong understanding of the BBNJ Agreement, its obligations, benefits, and challenges. Specific knowledge of MGR/ABS, finance, and marine science is highly desirable.
- **Facilitation and Presentation:** Proven experience in facilitating workshops, delivering presentations, and public speaking in person, online and hybrid. Excellent communication and interpersonal skills are essential.
- **Research and Writing:** Strong research and writing skills, with a track record of publications on BBNJ-related topics, particularly in areas such as finance, MGR/ABS, and CBTMT. Experience in policy brief and report writing is crucial.
- **Teamwork:** Ability to work effectively both independently and as part of a team. Experience in coordinating with multiple stakeholders and partners is an asset.
- **Flexibility:** The consultant(s) should be flexible and adaptable to changing needs and priorities. The ability to travel for in-person workshops and meetings is required.

Supervision and coordination

The consultant(s) or consortium of consultants will report to and work under the supervision of the Senior Programme Officer.

The consultant(s) or consortium of consultants will meet with the COR programme team at least once a month and through emails, team meetings and other relevant channels to coordinate and collaborate through this consultancy.