



# Request for Proposals (RfP) National Technical Advisors for IKI One Health Central Asia Project

## ATTACHMENT 1: TERMS OF REFERENCE

The present Terms of Reference (ToR) seek to obtain the services of individual consultants to serve as National Technical Advisors (NTA) for the “One Health in Nature Conservation – Enhancing landscape resilience to zoonotic disease emergence by consolidating nature conservation systems in Central Asia” (the “Project”).

### 1. BACKGROUND INFORMATION

**1.1. The Project.** Changes in ecosystems, climate, and intensifying human activities create new opportunities for zoonotic diseases to emerge and spread globally, impacting human and wildlife well-being. In Central Asia, the risk of zoonotic diseases is exacerbated by biodiversity loss and changes in human-wildlife interactions.

The Project aims to enhance the prevention of zoonotic disease emergence and spread in Central Asia by expanding and strengthening conservation measures in natural and overlapping sociocultural areas. Central to this project initiative is the One Health approach, which integrates human, animal, and environmental health, recognising that the health of humans, domestic and wild animals, plants, and the wider environment are closely linked and interdependent.

The Project focuses on three core components: (i) area-based (landscape) conservation; (ii) wildlife species management for conservation and disease risk mitigation; and (iii) enhancing integrated human and environmental health through good governance and increased equity regarding the impacts of Protected and Conserved Areas (PCA) and other effective area-based conservation measures (OECMs) on local communities. Additionally, the Project includes components for disease monitoring, communications and knowledge sharing, and policy development. This integrated approach aims to advance research, empower stakeholders, and inform national policies, enhancing disease prevention and raising awareness and support for One Health in nature conservation across the region.

The Project is funded by the German Ministry for Environment, Nature Conservation, Nuclear Safety, and Consumer Protection (BMUV) through the International Climate Initiative (IKI) and executed by IUCN in collaboration with a consortium of national and international organizations across five Central Asian countries: Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan. The Project will be implemented from 2024 to 2029.

### 2. SCOPE OF WORK

**2.1. Role of National Technical Advisors.** One of the main goals of the Project is to improve PCA management and the species conservation across four Central Asian countries. The IUCN Green List Standard for PCAs, along with the self-assessment tool "Improvement, Benchmarking, and Evaluation Index (IBEX)", will be used to help enhance the management of the targeted PCAs. The Project will also focus on strengthening species monitoring to advance overall wildlife data in the region, which will aid in assessing potential outbreaks and transmission risks of zoonoses.

To ensure consistency and compatibility across project sites, the Project will assist in establishing advanced, integrated tools for data collection, storage, and analysis at both the country and landscape levels. These tools, supported by equipment procured by the Project, will address key challenges in managing PCAs, such as tracking illegal activities, monitoring wildlife, and mitigating human-wildlife conflicts.

To support the successful implementation of these initiatives, IUCN is seeking to hire 4 (four) individual consultants as National Technical Advisors (NTAs), one for each of the following Central Asian countries<sup>1</sup>: Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan. NTAs will be responsible for facilitating site assessments, providing expert advice in the development of methodologies (plans, protocols, and other guiding documents) and reports, conducting capacity-building training, supporting field activities, and providing regular technical assistance to PCA staff. NTAs will also ensure the proper maintenance of site-level databases and equipment. By enabling effective PCA management through training, field equipment, and the establishment of common data collection systems, the advisors will empower PCA managers to make informed, timely management decisions, contributing to better-protected landscapes.

**2.2. Specific tasks.** Each NTA will provide technical advisory services for the project by performing the following tasks in one of the following countries – Kazakhstan, Kyrgyzstan, Tajikistan, or Uzbekistan (each NTA can work in only one country):

No	Tasks	Estimated period of task execution	Maximum days for task execution
1.	<b>Management and governance of PCA</b>	–	–
1.1.	<b>Facilitate site assessments</b> by supporting the organisation and co-leading stakeholder consultation meetings (workshops, surveys, etc.), collecting data and preparing reports, including the following:	–	–
	a. Assessments of PA management effectiveness (PAME) through the Green List Benchmarking Self-Assessment Tool (IBEX) (≥ 3 sites)	2025	40 days
	b. Stakeholder and Gender analysis (≥ 3 sites)	2025	10 days
	c. Site-level capacity and equipment needs assessments	2025	10 days
1.2.	<b>Support PCA management and operations</b> by developing and supervising the implementation of recommendations, standards, plans, policies and other guiding documentation, including:	–	–
	a. A set of recommendations to promote understanding of the importance of effective PAs and OECMs as natural barriers to reduce, prevent, detect, and recover from zoonotic diseases and the impacts of climate change, with the PCAs effectiveness measured and improved through the IUCN Green List Standard	2025	20 days
	b. Site-level Standard Operating Procedures (SOPs) for maintaining site-level databases, verification mechanisms, field data collection systems, and the use of provided equipment	2025 – 2026	20 days
	c. Improvement plans for PCAs that will enhance site performance, achieve results, and align with capacity development activities	2025 – 2026	10 days
	d. Participatory approaches to ensure equitable governance and management effectiveness in PCAs	2025 –2028	10 days

<sup>1</sup> The ToR for the NTA in Turkmenistan will be published separately as part of the request for proposals for national consultant(s) in that country

No	Tasks	Estimated period of task execution	Maximum days for task execution
1.3.	Facilitate coordination between site managers and the project Governance Steering Committee, and provide other advisory support in activity implementation and reporting on site-level progress	2025 – 2028	30 days
<b>2.</b>	<b>Improved knowledge and capacities for species conservation and zoonosis prevention</b>	–	–
2.1.	<b>Capacity Building:</b> support the organisation and lead project trainings, including:	–	–
	a. Field and refresher trainings for site level staff on project relevant training topics such as monitoring protocols for the selected target species, GPS use, camera-trapping, geo-spatial data collection storage and analysis	2025 – 2028	40 days
	b. A national training on One Health approach for nature conservation (co-lead with IUCN)	2026	10 days
2.2.	<b>Support species conservation actions</b> by advising on and/or reviewing methodologies, plans, reports, and other project materials related to the following activities:	–	–
	a. Efforts to collect data, design, and implement site interventions aimed at improving the wildlife population status of target species and mitigating zoonosis outbreak and transmission risks	2025 – 2026	25 days
	b. Efforts to define and promote the adoption of best practice solutions and recommendations at the site level for integrating zoonotic risk mitigation into conservation measures	2025 – 2028	25 days
2.3.	<b>Support activities focused on applying science for zoonosis prevention</b> , including:	–	–
	a. Advise on the development and provide consultancy support for the implementation of: <ul style="list-style-type: none"> <li>– protocols to conduct camera trapping for top predators / meso predators</li> <li>– trapping and sampling protocols for rodent, birds, bats</li> </ul>	2025 – 2026	20 days
	b. Consult on the development of questionnaires on human-wildlife interaction to gather local ecological knowledge about the presence and abundance of host species of zoonotic concern, as well as human behaviours, activities, and other risk factors for zoonotic spillover	2025	10 days
	c. Advise on the development and review drafts of science-based recommendations for behavioural change strategies and measures based on questionnaire data and research findings	2025 – 2027	10 days
	d. Advise on the methodology for collecting data on behavioural changes at the end of the project to quantify the uptake of behavioural change strategies in and around PCAs	2025 – 2027	10 days

No	Tasks	Estimated period of task execution	Maximum days for task execution
3.	<b>Promoting the One Health approach and the project-generated knowledge:</b> Support the educational and awareness-raising components of the project by contributing to the project website, social media, newsletters, promotional and informational materials, media trips, webinars, and project events	2025 – 2028	30 days
4.	<b>Procurement:</b> Support the procurement of equipment for data collection, species monitoring, and operations (such as camera traps, laptops, uniforms, tents, etc.), including developing specifications, facilitating the search for local suppliers, checking the quality of shipped goods, and coordinating delivery to target PCAs	2025 – 2027	10 days
5.	<b>Project Coordination and Management:</b> Participate in and facilitate project coordination, contributing to meetings and events, including the preparation and delivery of presentations and reports related to the assignment, participation in regular monthly calls, and update calls, as requested by IUCN. Special focus will be required on ensuring integrated coordination with site-level staff and relevant local stakeholder groups	2025 – 2028	40 days
	<b>Total</b>	<b>–</b>	<b>380 days</b>

**2.3. Reporting and deliverables.** NTAs will submit to IUCN narrative progress reports against the tasks specified in this ToR. Unless otherwise agreed between the parties, progress reports will be submitted at the end of every six (6) months of the assignment execution.

The progress reports should be accompanied by deliverables completed during the respective reporting period, including:

- a) **Site Assessment / Data Collection Report(s)** – Report(s) on site, capacity and/or equipment needs assessments, SOPs for selected PAs (including database and maintenance verification mechanisms), field data, and other data sets (e.g., inputs for species monitoring). Such report(s) should outline the updated status of site-level databases and ensure integration of project-generated data within site-level datasets.
- b) **Training Report(s)** – Report(s) outlining attendance (with special focus on promoting gender balance), overall and individual performance, identified follow-up actions, and feedback from users.
- c) **Site-Level Progress Reports** – Reports submitted every 6 months (if applicable) outlining: progress in project implementation; updated benchmarking score against the Green List Standard; an overview of activities implemented during the reporting cycle; and defining time-bound improvement action plans to be tackled during the next reporting cycle. Site-level progress reports should also highlight any specific challenges faced at the site level and, where possible, identify viable solutions.
- d) **Ad-Hoc Reports and Presentations** – Reports and presentations prepared for project-related coordination and consultation events.

The list of deliverables may be amended as necessary during the execution of specific tasks, with any changes agreed upon by the parties.

**2.4. Coordination and adaptive management.** NTAs will work closely with IUCN's project team and Implementing Partners, and in cooperation with the relevant national and local authorities. Each NTA will also collaborate with their counterparts in other Central Asian countries to ensure coordination and consistency across the region.

Tasks, deliverables and timeframes may be adjusted in accordance with adaptive project management and updated yearly work plan and logframe. This will be done in consultation between IUCN and each NTA.

### **3. DURATION OF THE ASSIGNMENT**

The assignment is expected to be completed within a maximum of 48 months (2025-2028) from the effective date of the consultancy agreement.

### **4. MEETINGS AND TRAVEL**

Each NTA will participate in a variety of physical meetings, consultations, on-site training sessions, and field trips within the respective country, all of which should be frequent components of the project execution. Where possible in-person meetings will be prioritised, but if these are not possible due to travel restrictions, then virtual meetings will take place. All travels will be subject to IUCN's travel policy and potential travel restrictions in place at the time of planned travel.

The IUCN Travel Policy and Procedures for Non-Staff shall apply to all travel expenses and is available at <https://www.iucn.org/corporate/finance/procurement/iucn-travel-policy>.

All travel expenses should be included in the consultancy fee. Travel expenses in connection with this ToR shall not exceed **EUR 10,000** (Ten thousand euros).

### **5. RESPONSIBILITIES AND COMMUNICATION**

NTA is mandated by IUCN for all the tasks and deliverables mentioned in above sections. All deliverables need to be submitted to IUCN ECARO in English by the given or agreed deadlines.

The NTA may engage external support and delegate certain technical tasks (such as translating reports into English or managing travel logistics) to an assistant. If an assistant is involved, this should be clearly outlined in the technical proposal, and the assistant's CV must be included. All legal and financial arrangements with the assistant will be the responsibility of the NTA and must be managed at their own expense, with no additional costs or contractual obligations for IUCN.

### **6. PRICING INFORMATION**

The maximum available budget for this consultancy is estimated at **EUR 48,000.00** (including VAT/other applied taxes, personal field gear and safety equipment), of which **EUR 10,000.00** will be allocated to the travel expenses.

### **7. EXPERIENCE AND QUALIFICATIONS**

The consultancy is open to individual experts with the following expertise:

- At least five (5) years of experience in nature conservation and protected areas (management, data collection, and protection).
- Experience in species monitoring and an additional thematic expertise/experience in data collection and GIS for species monitoring.
- Knowledge of the national regulatory context in the field of area-based conservation in the respective country (i.e., the country for which the application is submitted).
- Fluency in the national language of the country of application, as well as proficiency in either Russian or English.
- Good communication and analytical skills.