

Terms of reference for the EAGL-Maghreb

A. Introduction

The IUCN Green List of Protected and Conserved Areas Programme (Green List) was officially launched in 2014 at the World Parks Congress to recognize and promote high-performing protected and conserved areas (PCAs) worldwide. The main objective of the Green List is to encourage PCAs to measure, improve, and maintain their performance based on globally harmonized criteria focusing on good governance, sound design and planning, effective management, and successful conservation outcomes. More information about the Green List Programme can be found at <https://iucngreenlist.org/>.

Green List Evaluation Expert Groups (EAGLs) are established in each participating jurisdiction. Their primary role is to ensure that the Green List Standard is applicable within their jurisdiction and to assess PCAs based on the Standard's Indicators. EAGL jurisdictions are typically established at the national level but may also cover subnational levels or multiple countries sharing a regional context or ecological challenges.

The IUCN Mediterranean Cooperation Center (IUCN Med) is responsible for coordinating the Green List Programme in the Mediterranean region, supporting and coordinating national and regional EAGLs in Italy, Spain, and the Maghreb. In the Maghreb, IUCN Med manages the Green List Programme and the EAGL-Maghreb, which was established in 2018 with fifteen competitively selected voluntary members. These members have been trained on the Green List Standard, adapted it to the Maghreb context, and assessed applications to date. IUCN Med aims to continue promoting the Green List as a valuable conservation tool in the Maghreb while benefiting from a partial renewal of experts within the EAGL-Maghreb group.

More information about IUCN Med is available at <https://iucn.org/our-work/region/mediterranean>.

B. Scope of the Call for Experts

The objective of these Terms of Reference is to guide this renewal process to ensure continuity in the work of EAGL-Maghreb.

The jurisdiction of EAGL-Maghreb will cover Algeria, Libya, Morocco, and Tunisia.

C. Responsibilities

- **Participate in training events on the IUCN Green List Standard, its Generic Indicators, associated [User Manual](#) and COMPASS**, the Green List online portal, as appropriate (at least at commencement of appointment and after scheduled Standard, Indicator and User Manual revisions).
- Establish a **working relationship with the assigned Reviewer(s), the relevant Operations Team members and Implementing Partners** (where applicable) to enable formation of the EAGL, adaptations of the Generic Indicators and evaluations of PCAs. Implementing partners are the organisations, agencies or associations that help implement the IUCN Green List Programme in jurisdictions.

- If necessary, contribute to the **adaptation of Green List tools** to make them applicable to the Maghreb's jurisdictional context.
- **Evaluate the conformity of PCAs**, in coordination with other national or regional EAGLs, against the approved Indicators per the User Manual's rules and procedures. Recommend PCA inclusion on the Green List if all Indicators are met.
- **Address trigger alerts** for non-regular evaluations of PCAs with Green List status.
- **Coordinate their work with the nearest representatives** of the IUCN Green List Programme, WCPA and, wherever possible, with relevant authorities.
- **Support Green List communication efforts of the Operations Team and Green List PCAs** where needed and appropriate.

D. Required competencies of EAGL- Maghreb members criteria

Candidates for membership in an EAGL must meet the following competency criteria:

1. **At least ten years of professional experience in the public or private protected area (PCA) sector**, such as:
 - PCA management and jurisdiction-specific PCA knowledge, including expertise in relevant World Heritage sites
 - Ministries or agencies responsible for PCAs
 - Community or economic development
 - Independent audits or evaluations of PCAs
 - Scientific research within or about PCAs
 - Academic research within or about PCAs, including social sciences
 - Sustainable development or environmental issues at management, operational, technical, policy, or governance levels
 - Community stakeholder or Indigenous peoples' organizations, if relevant in the jurisdictional context

OR a young professional with at least 5 years of relevant professional experience.
2. A strong network of regional relationships to connect with key stakeholders.
3. Ability to analyze and integrate diverse information from various sources and draw conclusions from it.
4. Excellent oral communication skills, with the ability to articulate and convey messages clearly.
5. Connaissance pratique du français ou de l'anglais, écrit et parlé.
6. Une connaissance pratique de l'arabe est souhaitée (écrit et parlé).
7. La connaissance d'autres langues parlées dans la région sera considérée comme un atout.

E. Role of EAGL- Maghreb members

The EAGL- Maghreb members will ensure the fulfilment of the EAGLs tasks under the coordination of the EAGL Chair. EAGL members need to understand the [IUCN Green List Standard](#) and follow the [User Manual's](#) rules and procedures. Once selected, EAGL members will receive training on the IUCN Green List Standard and will sign a Declaration of Engagement¹ to demonstrate their commitment to independence and objectivity of decision-making in the context of the Green List programme.

EAGL members are expected to dedicate up to 10 days of volunteer time per year (max 0.8 days per month) to the EAGL tasks, over at least two years. Participation in an EAGL shall be *pro bono*. However, travel and subsistence costs will be covered on the occasion of a PA site visit.

Benefits of being an EAGL member include advancing Protected Areas management effectiveness and governance, membership with the IUCN World Commission on Protected Areas, and an opportunity to become part of the global Green List community of PCA practitioners and stakeholders in more than 30 countries to date.

F. Application process for EAGL- Maghreb membership

Interested individuals are kindly requested to apply no later than **22nd of July 2025** via <https://glpca.force.com/online/s/eaglapplcation>. On the web application form, please ensure you select the EAGL name Maghreb. The online form under this link asks for:

1. Your professional experience in a pre-defined table format.
2. A self-evaluation of your competency.
3. A statement outlining your motivation to join the EAGL and detailing how you meet the required competencies.
4. A declaration of your relevant interests to manage any Conflict of Interest.
5. Confirmation of your commitment to dedicate up to 10 days of volunteer time per year (0.8 days per month) to the EAGL tasks, over at least two years. All travel and logistic expenditures will be covered.

Additionally, we kindly ask you to send an up-to-date CV in English or French to jose.postigo-sanchez@iucn.org.

G. Evaluation process for EAGL--Maghreb candidate members

The EAGL is formed through a transparent selection process coordinated by the Implementing Partner (i.e. IUCN Med) as well as IUCN World Commission on Protected Areas (WCPA), identifying local, regional, national experts from a diversity of backgrounds, sectors and experiences relevant to PCA management and/or governance.

The candidates will be selected to ensure that, as a group, the Maghreb EAGL meets the following criteria:

- Sufficient competencies and experience to adequately assess whether a PCA meets the approved Generic or Adapted Indicators.
- Balanced skill set, with no one professional background dominating.



- Inclusive and balanced geographic, linguistic and demographic representation of the Maghreb region.
- Reasonable balance of gender.
- At least one Young Professional.

Details of the selection process can be found in the [User Manual](#).

H. Additional Information and Questions

For more information about the Green List, visit the [Green List website](#).

Additional details about the Green List Standard are available here. Rules, procedures, and implementation information for the Green List can be found in the [User Manual](#).

Please feel free to get in touch with Jose Luis Postigo Sánchez, Green List Officer for Europe and North Africa regions (jose.postigo-sanchez@iucn.org) should you wish to find out more about the IUCN Green List and the EAGL or if you have any other queries.