

TERMS OF REFERENCE FOR CONTRACTORS/CONSULTANTS

Title of Assignment: Thai National Consultant to survey coastal communities and assess seascape and gaps to apply for green list approach to support Locally Managed Marine Areas (LMMAs).

Location: Sikao District Trang Province Thailand

Duration: Maximum 35 working day from August 2025 to July 2026

From: Upon signing the contract

To: 31 July 2026 after signing

Background:

As the BOBLME Phase II project, primarily implemented by IUCN, aims to establish areas for the management of marine and coastal resources through the approach known as Locally Managed Marine Areas (LMMAs), its objective is to protect and conserve critical marine ecosystems in the Bay of Bengal region—such as mangroves, seagrass beds, estuaries, coral reefs, and other related habitats—for the purpose of sustainable conservation and use of local resources.

For Thailand, IUCN in collaboration with the Department of Marine and Coastal Resources (DMCR) has selected a pilot site in Bo Hin Subdistrict, Sikao District, Trang Province, to implement the project as a Locally Managed Marine Area (LMMA). The aim is to protect coastal and marine resource habitats in the area and to establish it as a pilot site for management under this approach, with the potential to scale and replicate this management model to nearby areas and other parts of Thailand in the future.

The establishment of such areas must consider the effectiveness of management by using the Green List (GL) tool to assess the performance of the designated protected and conserved areas. This helps identify management gaps and supports the planning of future improvements to enhance site governance. The goal is to ensure sustainable conservation and use of natural resources in the area, as well as to create opportunities for supplementary livelihoods for local communities based on existing resource values.

Scope of Work and Objectives:

Objective of this assignment is to seek consultancy to provide technical assistance to conduct survey coastal communities and assess seascape and gaps to apply for green list approach to support Locally Managed Marine Areas (LMMAs) for the implementation of community-based marine management and building local capacity, assessing current management effectiveness, and developing a strategic action plan in collaboration with stakeholders and future grant-fund for LMMA management.

Under the supervision of the Manager of Thailand Country Programme, and Marine and Coastal Programme Officer at the IUCN Asia Regional Office and with the support of other relevant staff members in IUCN Asia Regional Office and IUCN Thailand Country Office, the consultant shall provide the following services:

1. Conduct Site Survey and Develop LMMAs Profiles
 - Carry out a comprehensive assessment of the selected site(s), including ecological conditions, socio-economic dynamics, governance structures.
 - Compile and document key findings into a detailed site profile to serve as a baseline for future LMMAs planning.
2. Design Capacity Building Program on Green List Application
 - Develop a tailored capacity-building program focused on applying the IUCN Green List of Protected and Conserved Areas framework to the Locally Managed Marine Areas (LMMAs).
 - Ensure the program integrates gender equity and participatory learning methodologies.
3. Facilitate Capacity Building Training
 - Serve as a lead facilitator for delivering the training program developed under Task 2. Target groups: 1) representatives from all regional DMCR (onsite meeting) and 2) Implementors at site level (onsite meeting).
 - Apply interactive and inclusive facilitation techniques to engage diverse community members, including women and youth.
4. Assess Management Gaps Using the Green List standard (GL) tool
 - Evaluate the selected site against Green List standards
 - Identify strengths, weaknesses, and key gaps in management and stakeholder engagement.
5. Develop Action Plan and Grant Management Recommendations
 - Draft a site-specific action plan aimed at improving LMMAs management effectiveness based on the gap assessment.
 - Provide recommendations for designing and managing future grant-funded projects for supporting communities to handle LMMAs management to enhance sustainable marine area management.
6. Serve as Technical Resource Person in Stakeholder Workshops
 - Participate as a resource person in three local stakeholder consultation workshops.
 - Present technical inputs, facilitate discussions, and support collaborative planning and decision-making.

Deliverables and payment plan:

The consultant(s) shall submit the following to IUCN Asia Regional Office and Thailand Country Office:

Deliverable	Description	Deadline (after contract signing)	Payment plan (%)
	initial signed contract	30 Aug- 2025	10
D1	Inception reports: including background, workplan, methodology and training schedule and table of content of the reports in Thai and English versions	30 Sep 2025	50
D2	Report of community survey and profile in Thai and English versions	30 Oct. 2025	
D3	A curriculum focused on applying the IUCN Green List of Protected and Conserved Areas framework to the Locally Managed Marine Areas (LMMAs) in Thai and English versions	30 Nov. 2025	
D4	Report of Management Gaps Using Green List Criteria in Thai and English versions	30 Jan. 2026	
D5	Action plan aimed at improving LMMAs management effectiveness based on the gap assessment in Thai and English versions	28 Feb 2026	40
D6	Validation workshops with stakeholders to review Action plan, future grant-fund in Thai and English versions	30 Mar 2026	
D7	Recommendations for designing and managing future grant-funded programme for supporting communities to handle LMMA management in Thai and English versions	31 Jul 2026	

Payment Schedule:

The consultant(s) will be expected to conduct the work within 12 months, through fieldwork, interviews and consultation with IUCN and relevant stakeholders if needed (in total 36 working days input). Note that costs related to workshops and training sessions will be borne by IUCN. However, the consultant will be expected to include travel costs in their proposed budget. Payment timeline will be as follows:

- 1) A first instalment is corresponding to 10% of the Remuneration upon receipt of a signed copy of this Agreement together with a first invoice.
- 2) A second instalment is corresponding to 50% of the Remuneration upon delivery and IUCN written acceptance of [deliverables 1 to 4 will trigger payment] and presentation of the corresponding invoice; and
- 3) A third and last is corresponding to remaining 40% of the Remuneration upon satisfactory and timely completion and IUCN written acceptance of all Services as specified in Annex I. The final invoice must be submitted no later than [30 days] after IUCN's written acceptance of all Services or after the contract end date whichever is later.

Qualifications of Successful Candidate:

A consultant of the TOR should have qualifications as the following expertise:

1. At least master's degree (PhD preferred) in natural resource management, fisheries, marine science, or similar field with 5+ years' work experience in natural resource management, fisheries, ecology, or related fields.
2. At least 10 years of experience and strong knowledge of community development and participatory-based approaches in Thailand, with a proven track-record of community-based management-related studies.
3. At least 10 years of experience in facilitating collaboration with partners including at sub-national level across government, donors, private sector, NGOs, and local community-based organizations, among other stakeholders.
4. At least 10 years of experience in environmental research with coastal, fisheries and sea-landscape restoration topics preferred.
5. Fluency in spoken and written English and Thai.
6. Excellent communication, writing, and presentation skills.