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Initiation Plan / GEF PPG

Project Title: Excelling Protected Area Management Effectiveness for Biodiversity Conservation through a Landscape Based Approach (ENABLE)

Country: Indonesia

Country Programme Outcome:
UNSDCF 2021 – 2025 Outcome 3. Institutions, Community and People actively apply and implement low carbon development, sustainable natural resources management, and disaster resilience approaches that are all gender sensitive.

Gender Marker rating: GEN 2

SES Pre-Screening Categorization: Substantial

Quantum Project ID: 01004624	**Total budget:**	**US$ 200,000**
Quantum Award ID: 1395416		
	Allocated resources:	
PIMS number: 10124	• GEF	US$ 200,000
	• Government	US$ -
Management Arrangement: DIM	• UNDP	US$ -

AGREED BY

Norimasa Shimomura	DocuSigned by: Norimasa Shimomura 4B63DD0498CD41A...	29-Jul-2025
UNDP Resident Representative UNDP Indonesia	Signature	*Day/Month/Year*

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I. BRIEF DESCRIPTION OF THE INITIATION PLAN/GEF PPG

Objective & Final Outputs

The objective of the GEF PPG is to develop the project concept into a full project: Excelling Protected Area Management Effectiveness for Biodiversity Conservation through Landscape Based Approach (ENABLE). As described in the project concept (PIF/child project concept note), this project aims to enhance biodiversity conservation and climate resilience through improved management of Indonesia's protected areas and surrounding landscapes. The project seeks to strengthen the enabling environment for conservation by addressing systemic challenges such as insufficient financing, weak institutional capacity, and limited community engagement.

By promoting innovative governance models, expanding conservation financing mechanisms, and mainstreaming biodiversity into land-use planning and development sectors, the project will help reverse ecosystem degradation and improve ecosystem services for local communities. It will also support the establishment and operationalization of a Conservation Learning Center (CLC) to promote adaptive management and knowledge sharing.

ENABLE will contribute to global biodiversity goals, particularly those outlined in the Kunming-Montreal Global Biodiversity Framework, while supporting Indonesia's national targets under the IBSAP 2025-2045 and Indonesia's RPJMN 2025-2029.

Theory of Change

The ENABLE project is founded on the premise that sustainable biodiversity conservation in Indonesia can only be achieved by strengthening the enabling conditions that support protected area (PA) governance and landscape management. These enabling conditions include effective policy and institutional frameworks, sustainable financing mechanisms, inclusive governance models, and active community participation. If these conditions are enhanced, then conservation efforts can be sustained beyond project life cycles, leading to improved ecosystem integrity, resilience to climate change, and socioeconomic benefits for local communities.

By integrating biodiversity into spatial and development planning, strengthening the capacity of conservation actors, and establishing knowledge-sharing mechanisms through a Conservation Learning Center, the project will catalyze systemic changes in the way PAs and surrounding landscapes are managed. This, in turn, will contribute to achieving Indonesia's biodiversity targets under the IBSAP 2025–2045, and global commitments under the Kunming-Montreal Global Biodiversity Framework (KM-GBF).

Project Outcomes and Outputs

Component 1: Strengthening the enabling environment for biodiversity conservation

Outcome 1.1: Improved policy, regulatory, and institutional frameworks for conservation governance.

- Output 1.1.1: Policy reviews and recommendations aligned with KM-GBF and IBSAP.
- Output 1.1.2: Strengthened coordination mechanisms between national and sub-national agencies.

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Outcome 1.2: Sustainable financing mechanisms for protected areas and landscapes are developed and operational.

- Output 1.2.1: Design and piloting of conservation trust funds and biodiversity offset schemes.
- Output 1.2.2: Integration of conservation funding into provincial development budgets.

Component 2: Landscape-based conservation and sustainable management

Outcome 2.1: Biodiversity and ecosystem services are maintained and restored through improved PA and landscape management.

- Output 2.1.1: Spatial planning tools and biodiversity data integrated into district-level RTRW.
- Output 2.1.2: Landscape-level management plans developed in project pilot sites.
- Output 2.1.3: Restoration and protection activities implemented in high-biodiversity areas.

Outcome 2.2: Inclusive and collaborative governance models are adopted at the landscape level.

- Output 2.2.1: Multi-stakeholder landscape forums established and operational.
- Output 2.2.2: Capacity-building programs for local communities, women, and local communities.

Component 3: Conservation Learning Center and knowledge management

Outcome 3.1: National and local capacity for biodiversity conservation and landscape management is enhanced through institutionalized learning.

- Output 3.1.1: Conservation Learning Center (CLC) established within KSDAE.
- Output 3.1.2: Learning modules and certification schemes developed and piloted.
- Output 3.1.3: South-South cooperation and peer learning initiatives conducted.

Outcome 3.2: Knowledge management and monitoring systems inform adaptive conservation strategies.

- Output 3.2.1: Digital platforms and data systems established for biodiversity monitoring.
- Output 3.2.2: Lessons learned disseminated nationally and internationally to inform policy and replication.

The following information is to be consulted as background for the GEF PPG phase:

- GEF Council approved PIF
- SES pre-screening (of PIF)
- Comments from GEF Secretariat, Council, STAP
- Annotated UNDP-GEF Project Document Template and associated guidance included therein
- UNDP policies and procedures
- UNDP-GEF guidance notes on GEF project development (which will be provided by the RTA) and
- GEF polices on: Project Cancellation; Fee Policy for GEF Partner Agencies; Project and Program Cycle; and Minimum Fiduciary Standards for GEF Partner Agency (in particular sections dealing with the required separation of oversight and execution support services). All GEF policies are available here.

The final outputs of the GEF PPG are:

1. UNDP-GEF Project Document (ProDoc).
2. Mandatory annexes to the ProDoc
3. GEF CEO Endorsement Request and all mandatory annexes; and
4. Validation Workshop report (required for projects with a high SESP categorization, as appropriate for all others).

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Any additional studies and other reports produced under the GEF PPG and not included in Annex to the project document will be submitted to UNDP and saved for future reference.

Key Dates for the GEF PPG

Milestone	Date	Notes
Internal submission date for BPPS review and clearance	6 Apr 2026	FSP: within 10 months of PIF approval
First GEF Submission Deadline for CEO Endorsement	6 Jun 2026	FSP must be within 12 months of PIF approval **Failure to submit a ProDoc and CEO ER to the GEF Sec by this date will lead to the automatic cancellation of the project by the GEF Sec.**
CEO Endorsement Deadline	6 Dec 2026	FSP: must be within 18 months of PIF approval **If the project has not been CEO endorsed by the deadline, it will be automatically cancelled by the GEF Sec.**

Management Arrangements

The UNDP Indonesia will lead the project development process and manage the GEF PPG budget in full consultation with the BPPS VF unit and the Regional Technical Adviser (RTA). The GEF PPG Quantum budget is presented in *Section IV: Total Budget and Work Plan*.

As appropriate, a Working Group will guide the GEF PPG team and review and endorse the GEF PPG deliverables. The Working Group is responsible for ensuring that the deliverables outlined in this GEF PPG are completed on time and in line with UNDP and GEF requirements. UNDP Country Office's Nature, Climate, and Energy (NCE) Unit Team Leader and Director of Conservation Area, Ministry of Forestry (MoFor) will co-chairing the Working Group. Working Group members will include at least, but not limited to: Technical directorates within MoFor, selected National Park Management Authorities, representative of sub-national Governments, UNDP RTA and/or RTS (Regional Technical Specialist), UNDP CO NCE Unit, and PPG Team led by a Team Leader.

The ENABLE PPG team will coordinate closely with the PPG team of the GEF-funded SPARE (Strengthening Protected Area Representation and Effectiveness) Project to ensure complementarity, synergies, and knowledge exchange. This coordination will include mutual participation in each other's inception and validation workshops, as well as joint engagement in key stakeholder consultation processes where geographic or thematic overlaps exist. Both teams will also collaborate on safeguards-related assessments (e.g., SESP, ESMP, IPP, GESI analysis), allowing for harmonized approaches and reduced consultation fatigue among stakeholders. This coordination is expected to enhance efficiency, coherence, and the alignment of both project designs with national biodiversity targets and the Kunming-Montreal Global Biodiversity Framework.

The GEF PPG team will be composed of the consultancies described in the draft Terms of Reference (TORs) in Annex 2.

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II. STAKEHOLDER ENGAGEMENT, PUBLIC DISCLOSURE, AND OTHER REQUIREMENTS

To ensure strong country ownership and in line with the stakeholder engagement requirements outlined in UNDP's Social and Environmental Standards (SES), the SES Guidance Note of Stakeholder Engagement, the GEF's Guidelines on the Implementation of the Policy on Stakeholder Engagement and the GEF Policy on Gender Equality, the development of the project to be undertaken during this GEF PPG phase will be done in full consultation and close engagement with government, CSO and other relevant stakeholders – in particular those who will benefit from and be directly involved in the implementation of the project (i.e., direct project beneficiaries) and those who may be impacted (positively or negatively) by the project. Stakeholder Engagement and analysis must be conducted in an inclusive and gender-responsive manner so that the rights of women and men and the different structural barriers, knowledge, needs, roles, and interests of women and men are recognized and addressed.

Careful and complete documentation of stakeholder engagement is vital. Detailed evidence of all consultations will be prepared and submitted to UNDP. A list of the consulted stakeholders and details of the associated meetings will be included in the Stakeholder Engagement Plan (see section B-a below).

If the fully designed project has an overall Social and Environment Screening Procedure (SESP) categorization of moderate, substantial, or high, then the following disclosure requirements apply:

1. A final validation workshop report will be prepared summarizing the outcomes of the validation workshop and other consultations undertaken during the PPG phase. This report will become a key reference document should an environmental and social complaint/grievance be filed during project implementation. This is mandatory for high and substantial risk projects and recommended for moderate risk projects.
2. The UNDP-GEF project document, SESP and related draft management plans and frameworks, and other relevant information/documents will be made available to the public on the UNDP Country Office website or open.undp.org. These documents should be available 30 days before the LPAC meeting for moderate risk projects, 60 days in advance for substantial risk projects, and 120 days in advance for high-risk projects.

See the SES Supplemental Guidance on Disclosure for more information.

III. GEF PPG ACTIVITIES

Component A: Preparatory Technical Studies & Reviews

The following technical studies and reviews will be conducted.

Desktop and field-based studies and data collection

This research effort will generate the necessary technical and contextual background information to prepare the full ProDoc, including its Annexes and the CEO Endorsement Request. It will include both comprehensive desktop reviews and targeted field-based assessments in the five ENABLE target landscapes across Sumatera, Kalimatan, and Sulawesi. The objective is to ensure that the project design is robust, grounded in reality, and informed by the perspective of those who will implement and benefit from it. Specifically, the studies will include:

- Development challenge and strategy (including threats, problems, and barrier assessment);
- Review of national policy and legislative frameworks;

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- Problem and solution trees, assumptions and risks, developed in consultation with project stakeholders for a robust Theory of Change, Results Framework, and solid M&E plan;
- Review of relevant past and ongoing projects for lessons, including project evaluations; and
- Safeguards and social assessments. Field-based data will support the completion of the SESP, GESI analysis, Indigenous Peoples screening and potential FPIC processes, and the preparation of management plans such as the ESMP and Stakeholder Engagement Plan. Close coordination will also be undertaken with the SPARE project team to align methodologies and streamline consultations where relevant.
- Any additional analyses required to address GEF Secretariat, GEF Council members, and STAP comments on the PIF, including site-specific ecological, socio-economic, institutional, and financing information.

Gender Analysis

A gender analysis will be prepared to fully consider the different needs, roles, benefits, impacts, risks, differential access to and control over resources of women and men (including considerations of intersecting categories of identity such as age, social status, ethnicity, marital status, etc.) and to identify appropriate measures to address these and promote gender equality and women's empowerment. See the guidance available here.

Social and Environmental Standards: Screening and Assessments

The social and environmental safeguards pre-screening prepared during the PIF design phase has initially determined the overall risk categorization of this project as Substantial and highlighted potential safeguards risks to be further assessed during the PPG phase. These include possible impacts on local livelihoods, access restrictions, and the rights and interests of local communities living in or adjacent to protected areas.

Comprehensive and inclusive stakeholder consultations will be conducted in all five target landscapes, with a specific focus on communities living around protected areas and those managing or occupying customary lands that may fall outside formal PA jurisdiction. These consultations will help validate potential impacts, identify mitigation and benefit-sharing options, and ensure that the project design respects social safeguards and enhances local ownership. Where the presence of Indigenous Peoples and customary rights-holding communities is confirmed, the project will ensure Free, Prior, and Informed Consent (FPIC) processes are carried out in line with UNDP's SES and international best practices, particularly in areas where project activities intersect with traditional territories, customary resource use, or cultural heritage.

An SES Framework –namely, scoped ESIA, SESA, and ESMP will be prepared to guide and document the necessary assessments and mitigation actions during project implementation. The standard templates are available in the UNDP SES Toolkit. The Framework(s) and ProDoc must clearly state that none of the associated project activities will commence until: the relevant assessment(s) have been completed; the required management plan(s) have been developed, and the plan(s) have been publicly disclosed and approved by the Project Board.

Identification of project sites

Based on the above reviews and through consultation with stakeholders, the ENABLE project will focus its interventions in selected national parks and conservation areas across three main regions—Sumatra, Sulawesi, and Kalimantan—to ensure ecological representativeness, conservation urgency, and

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opportunities for institutional strengthening and community engagement. The targeted demonstration landscapes include the following protected areas:

Sumatra

1. **Gunung Leuser National Park** – Part of the UNESCO World Heritage-listed Tropical Rainforest Heritage of Sumatra, it is home to critically endangered species including the Sumatran orangutan, rhino, tiger, and elephant.
2. **Kerinci Seblat National Park** – Indonesia's largest terrestrial national park, spanning multiple provinces, critical for tiger conservation and rich in endemic flora and fauna.
3. **Bukit Barisan Selatan National Park** – Another World Heritage site with significant biodiversity, known for its montane forests, elephants, and endemic bird species.

Sulawesi

4. **Bogani Nani Wartabone National Park** – A key area for Sulawesi's unique biodiversity, supporting endemic mammals and birds, with ongoing human-wildlife conflicts and encroachment challenges.
5. **Rawa Aopa Watumohai National Park** – A lowland wetland ecosystem supporting critical bird habitats and local fisheries, facing pressures from agricultural expansion.
6. **Bunaken National Park** – A marine protected area known for coral reef biodiversity, tourism potential, and community-based marine conservation models.

Kalimantan

7. **Sebangau National Park** – A peat swamp forest and key orangutan habitat, important for climate regulation and facing ongoing peat degradation risks.
8. **Lamandau Wildlife Reserve** – A conservation forest supporting orangutan reintroduction, important for piloting co-management and human-wildlife coexistence.
9. **Nyiut Penrissen Nature Reserve** – A transboundary area adjacent to Malaysia's Sarawak border, crucial for forest corridor protection and biodiversity connectivity.

Site Selection Rationale

These sites were pre-identified based on the following criteria:

- Biodiversity Significance: High levels of species richness, endemism, and ecosystem services (e.g., water catchments, carbon storage, tourism potential).
- Conservation Threats: Evidence of degradation, habitat loss, fire risk, wildlife trafficking, and human pressure.
- Institutional Engagement: Existing Ministry of Forestry (MoFor) Technical Implementation Units (e.g., Balai Taman Nasional, Balai Konservasi Sumber Daya Alam), subnational cooperation, and alignment with spatial and development plans.
- Social Inclusion Potential: Opportunities for engaging customary peoples and local communities in conservation co-management.
- Knowledge and Scaling Potential: Sites represent diverse terrestrial and marine ecosystems that are well suited for piloting innovative governance and financing models, and generating scalable lessons to be disseminated through the Conservation Learning Center.

During the PPG phase, these sites will be validated and spatially profiled in detail. Geographic coordinates, high-resolution maps, and shapefiles will be developed and included in the ProDoc, along with baseline ecological and socio-economic data to support project monitoring and reporting. This will include in-depth analysis of each site's biodiversity value, institutional readiness, governance and coordination mechanisms, and community dynamics. Additional assessments will be undertaken to evaluate long-term

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sustainability factors, such as political commitment, potential for conservation financing, and risks and opportunities related to social and environmental safeguards.

Geographic coordinates, high-resolution thematic maps, and shapefiles will be developed for all selected sites and included in the ProDoc. These will be accompanied by ecological and socio-economic baselines to support monitoring of Global Environmental Benefits (GEBs) and project performance over time.

Financial planning, co-financing, and investment mobilized

Co-financing and investment mobilized – as defined in the GEF Policy and Guidelines on co-financing - will be confirmed, and additional sources identified through a series of consultations with partners to ensure a coherent and sustainable financing package for the project, including post-GEF grant phase to the extent possible. The GEF is seeking high co-financing/investment mobilized to GEF grant ratios with a preference for grants, loans, and other public investments over in-kind co-financing. The GEF also expects the Government to significantly support the costs associated with project execution (i.e., PMC).

Stakeholder analysis

Building on the initial identification of stakeholders in the PIF, an appropriately scaled analysis of project stakeholders will be undertaken. This stakeholder analysis will provide the foundation for developing the project's Stakeholder Engagement Plan and facilitate the prioritization of engagement activities with particular stakeholder groups and individuals. Projects with pre-screening categorizations of Substantial or High will prepare a **comprehensive** stakeholder analysis. See the UNDP SES Guidance Note on Stakeholder Engagement.

Appraise and formulate the most appropriate project implementation and execution modality

The design of the project will comply with the UNDP's Program and Operations Policy and Procedures (POPP), Financial Regulations, Programme and Project Management and Quality Standards, and UNDP-GEF guidance (which will be provided by the RTA). A full assessment of the most appropriate project implementation and management arrangements will be conducted in full consultation with the RTA, UNDP Country Office Resident Representative (or their Deputy), the relevant government coordinating agency, and the GEF OFP.

Project management arrangements must be discussed and agreed upon early in the PPG phase and an assessment and selection of potential third parties (Responsible Parties) with full capacity to execute the project must be carried out.

During the first two months of the PPG phase the following actions will be undertaken to establish an effective execution framework for the ENABLE project:

- For Implementing Partner, carry out capacity assessments to assess their capacity to implement the project and assess all related risks. This must include HACT and PCAT assessments[1].
- Discuss the level of co-financing the Government and Implementing Partner can commit to this project. As per GEF Policy, the GEF is seeking high co-financing to GEF grant ratios and expects the Government to significantly support the costs associated with project execution (i.e., PMC) for this project.
- Based on these assessments, select and confirm the Implementing Partner for the project in consultation with all relevant stakeholders. The selected Implementing Partner must express willingness to serve as the Implementing Partner for the Project, and the concerned government

[1] Including mandatory procurement assessment and construction assessment when applicable

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must agree to use the selected Implementing Partner for the Project. (Please see UNDP's Policy on Selecting Implementing Partners).

- If the Implementing Partner does not have full capacity to execute the project, and execution support is likely needed, discuss with the UNDP Resident Representative whether Implementing Partner is the correct choice. If not, select another Implementing Partner, if possible. If that is not an option, explore alternative options for providing execution support via Responsible Parties (see UNDP Policy on Selecting Responsible Parties). Discuss with the Implementing Partner the role of the responsible parties in project execution and the execution support these parties could provide.
- The GEF Policies on Minimum Fiduciary Standards require a separation of functions between project implementation (i.e., oversight) and project execution (which generally includes managing and administrating the day-to-day activities of projects in accordance with the legal agreements with the GEF). Oversight activities are the primary responsibility of the GEF Agency (i.e., UNDP). In contrast, the execution activities are the responsibility of the Executing Entity (i.e., the Implementing Partner and/or Responsible Party in UNDP terminology). While UNDP policy offers the possibility for UNDP to provide execution support to NIM or execute the project under a DIM modality in case there is a government request for such support, GEF policy only allows GEF Agencies to step into an execution role in 'exceptional circumstances', which are assessed on a case-by-case basis. Hence, whenever a project involves GEF funding, the exceptional circumstances where there is a clear and well-founded rationale for UNDP to perform certain execution functions **should always be well documented and transparently disclosed, discussed, and agreed upon with the GEF Secretariat at the project concept (PIF) stage before CEO Endorsement, regardless of whether the execution services are intended to be funded from the GEF grant or non-GEF resources.** See the UNDP-GEF ProDoc template guidance for further information.
- Consult with the RTA on the latest guidance regarding UNDP providing support services to the Implementing Partner. If the costs for UNDP to provide support services are to be charged to the GEF project budget, the UNDP support services must be approved by the GEF Secretariat before CEO endorsement.
- Consult with CO Head of Procurement Unit/Operations Manager and Regional Procurement Advisors on envisaged procurement/contracting project procurement requirements, identified risks, development of optimal procurement strategies, development of project procurement plans and opportunities to incorporate sustainable procurement considerations and indicators to the project.

Coordination with the GEF SPARE PPG Team

Given the complementary objectives and potential geographic and institutional overlaps between ENABLE and the GEF-funded SPARE project, a structured coordination mechanism will be established between both PPG teams. This will include:

- Mutual participation in inception and validation workshops to ensure consistency in methodological approaches, risk analysis, and alignment with national biodiversity targets and KM-GBF goals.
- Joint planning and, where feasible, shared stakeholder consultation processes, particularly in provinces or landscapes where both projects operate. This approach will reduce consultation fatigue, promote synergies, and ensure stakeholder feedback is captured holistically.
- Coordination of safeguards assessments, including alignment on the development and application of SESP, ESMP, and FPIC processes where both projects engage similar stakeholder groups or landscapes.

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This coordination will be facilitated by the UNDP Country Office in consultation with the Regional Technical Advisors, ensuring both projects leverage each other's strengths and avoid duplication of efforts during the PPG and full implementation phases.

Other required studies

The following studies or assessment will be undertaken during the PPG stage and subject to availability of the budget.

1. **Socio-Economic and Livelihood Baseline Surveys**
   - To assess household income sources, dependence on natural resources, land tenure and access rights, and existing community-based initiatives within and around the target protected areas.
   - It is essential for designing socially inclusive interventions and benefit-sharing mechanisms, particularly for local communities, women, and vulnerable groups.

2. **Institutional and Stakeholder Capacity Assessment**
   - A structured analysis of the capacity, mandates, and coordination mechanisms of PA authorities (e.g., Balai TN/BKSDA), local governments, customary institutions, and community-based organizations.
   - It will inform the design of capacity-building interventions and co-management arrangements.

3. **Vulnerability and Climate Risk Assessments**
   - To evaluate the exposure and adaptive capacity of ecosystems and communities in project landscapes, particularly in peatlands, wetlands, and coastal zones (e.g., Bunaken, Sebangau).
   - This is needed to strengthen the project's climate resilience dimension and inform ecosystem-based adaptation (EbA) strategies.

4. **Feasibility Studies for Conservation Financing Mechanisms**
   - To explore site-specific options such as Payment for Ecosystem Services (PES), biodiversity offset schemes, tourism fees, or blended finance opportunities.
   - It will ensure financial sustainability and inform the design of scalable financing models.

5. **High-Resolution Land-Use and Ecosystem Service Mapping**
   - To generate updated spatial data on land cover, critical habitats, degradation hotspots, and ecosystem service flows.
   - This will support scenario planning, baseline establishment for Global Environmental Benefits (GEBs), and spatial targeting of project interventions.

6. **Gender and Social Inclusion Analysis**
   - To identify gender-differentiated roles, access to resources, decision-making power, and potential barriers to participation.
   - The study is critical for ensuring the Gender Equality and Social Inclusion (GESI) Action Plan reflects context-specific opportunities and constraints.

7. **Protected Area Management Effectiveness Baseline**
   - Using tools such as METT or equivalent approach to assess the current status and challenges of PA management across selected sites.

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- Results will guide improvements in governance, monitoring systems, and adaptive management under the project.

8. **Knowledge Management and Learning Needs Assessment**
   - Focused on the enabling environment for institutional learning within KSDAE and other key stakeholders.
   - The assessment will inform the design of the Conservation Learning Center (CLC) including learning themes, delivery methods, and certification options.

Component B: Formulation of the UNDP-GEF Project Document, CEO Endorsement Request, and Mandatory and Project Specific Annexes

Based on the technical studies and reviews undertaken under **Component A**, the UNDP-GEF Project Document will be developed, and the GEF CEO Endorsement Request will be prepared. See additional guidance notes below.

The GEF PPG Team Leader will be responsible for consolidating and finalizing all required materials.

Stakeholder Engagement Plan:

At a minimum, the Plan must include the following elements:

- Stakeholders who have been and will be engaged (based on stakeholder analysis), including potentially marginalized or disadvantaged groups/individuals and stakeholders that will be involved in particular project outputs/activities (the 'who');
- Key stakeholder objectives and interests (the 'why');
- Steps and actions to achieve meaningful consultation and inclusive participation, including information dissemination and any special measures required to ensure inclusive participation of marginalized disadvantaged groups/individuals the dissemination of information (the 'how');
- Breadth and depth of stakeholder engagement throughout the project cycle and decisions that need to be made through stakeholder engagement (the 'what');
- Timeline for engagement activities and how they will be sequenced, including information disclosure (the 'when');
- Indicators of stakeholder engagement and monitoring plan on progress and issues that arise;
- Roles and responsibilities for ensuring effective stakeholder engagement through the implementation of the Plan, including the role of stakeholder representatives and whether stakeholder engagement facilitators are required; and
- Resource requirements and associated budget.
- A project-level Grievance Redress Mechanism (GRM) will be described in the Stakeholder Engagement Plan and established in the first year of project implementation. See the UNDP guidance on GRM and sample TOR.
- A **comprehensive** Stakeholder Engagement Plan is required (based on comprehensive stakeholder analysis).

See the UNDP SES Toolkit, which contains guidance on Stakeholder Engagement, the standard SEP template, and the GEF guidelines on stakeholder engagement.

Gender Action Plan and Budget

The gender analysis conducted in **Component A,** along with relevant findings from the stakeholder analysis and background studies, will form the basis of a GESI Action Plan to guide gender mainstreaming

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during project implementation. The Gender Action Plan must include indicators, targets, timeframe, responsible party, and budget, which are linked to the project's components/outputs, outcomes, and activities. As part of preparing the Gender Action Plan, indicators should be proposed for inclusion in the Results Framework to facilitate the monitoring of the proposed gender mainstreaming actions.

See the guidance available here.

Social and Environmental Standards: Screening and Management Measures

In line with the assessments conducted during **Component A** (above) and UNDP's Social and Environmental Standards (SES) policy and all associated SES Guidance Notes, the SESP will be updated. All risks identified in the SESP will be reflected in the risk table and risk section of the ProDoc, and in the Project's Risk Register.

The SES framework will guide the development of necessary management instruments to ensure that risks are appropriately addressed and that project implementation is aligned with SES principles of sustainability, inclusivity, and accountability. A climate risk assessment will be conducted by the technical team with inputs from multiple consultants.

Based on the required targeted assessment(s), the relevant stand-alone management plan(s) will be prepared:

1. **Environmental and Social Management Plan (ESMP)** – To address site-specific environmental risks related to ecosystem interventions, infrastructure improvement (e.g., ecotourism, patrolling posts), and restoration activities, ensuring biodiversity safeguards and climate risk mitigation.
2. **Stakeholder Engagement Plan (SEP)** – To ensure inclusive and continuous engagement of local communities, Indigenous Peoples, women's groups, and other key stakeholders, particularly in decision-making around landscape co-management and benefit-sharing.
3. **Gender Equality and Social Inclusion (GESI) Action Plan** – To ensure that project interventions are inclusive, equitable, and responsive to the needs of women, Indigenous Peoples, youth, and other marginalized or vulnerable groups across all target landscapes.
4. **Indigenous Peoples Plan (IPP)** – Where applicable, especially in sites with the presence of Indigenous Peoples, this plan will ensure that their rights are respected, and that Free, Prior, and Informed Consent (FPIC) processes are upheld before any activities are undertaken in their territories.
5. **Livelihood Restoration and Resilience Plan** – If access restrictions or other conservation measures impact local livelihoods, this plan will outline equitable compensation, transition support, and alternative livelihood options.
6. **Grievance Redress Mechanism (GRM)** – A site-accessible and culturally appropriate mechanism will be established to ensure that grievances and concerns are received, reviewed, and addressed in a transparent and timely manner.

These management plans will be developed during early implementation and incorporated into annual work plans, monitored regularly, and revised as necessary. They will be aligned with national regulations and MoFor policies, and designed in collaboration with local stakeholders to foster ownership, compliance, and sustainability.

See the SES Guidance Note on Assessment and Management for further guidance. Please contact UNDP for additional information as needed.

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GEF and LDCF/SCCF Core Indicators

The CEO endorsement-stage data for the relevant Core Indicators and sub-indicators will be prepared. For GEF Trust Fund projects, the completed GEF-8 Core Indicators Worksheet - with both the original PIF-stage data and the CEO endorsement-stage data—will be annexed to the ProDoc.

As part of the GEF Core Indicators requirement, the required METTs will be prepared in the GEF-7 Excel template; the relevant details will be included in the GEF-8 Core Indicators template, and the final Excel METT file will be submitted to UNDP (not be annexed to the ProDoc).

The relevant Core Indicators will be included in the project's Results Framework at the Objective level, where appropriate. See the GEF Guidelines on Core Indicators and Sub-indicators.

Completion of the required official endorsement letters

These letters include the official letters on the co-financing guarantee(s) from participating government institutions, and potential project partners included bilateral development partners, multilateral development partners, NGOs, the private sector, or others who wish to provide cash or in-kind contributions to the project.

Mandatory Annexes

In addition to the documents listed above, the following Annexes should be prepared by the GEF PPG team:

- Project map and Geospatial Coordinates of project sites
- Detailed biodiversity profiles for each site including key threats to the critical habitats/species
- Multi-Year Work Plan
- Monitoring Plan
- UNDP Risk Register
- Summary reports of all technical consultancies
- GEF 7 Taxonomy
- Initial Project Procurement Plan and TORs for key Project staff

Upon a request from the RTA during the PPG implementation, the PPG team may be required to prepare additional annexes.

Project Management Arrangements

Based on the stakeholder analysis and consultations undertaken in **Component A** above, agreement(s) on project management and governance arrangements—including roles, responsibilities, and accountabilities of lead and partner Agencies—will be secured early in the project development phase and will be fully detailed in the ProDoc. Standard text from the governance and management arrangement from the GEF-8 template should never be removed.

Component C: Validation Workshop and Report

A validation workshop will be held with relevant stakeholders to present, discuss and validate the project activities and the final draft of the UNDP-GEF project document. A validation workshop report will be prepared for projects with an overall safeguards risk rating of moderate or high.

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IV. TOTAL BUDGET AND WORK PLAN FOR GEF PPG

Quantum Project ID:	01004624	**Project Title:**	Excelling Protected Area Management Effectiveness for Biodiversity Conservation through Landscape Based Approach (ENABLE)
Quantum Award ID:	1395416	**Award Title:**	PPG GEF ENABLE
Business Unit:	UNDP-IDN		
PIMS number:	10124		
Implementing Partner:	UNDP		

GEF Outcome/Quantum Activity	Responsible Party	Fund ID	Donor Name	Quantum Budgetary Account Code	QUANTUM Budget Description	Amount US$	Budget 2025 US$	Budget 2026 US$	Budget Notes
Project preparation grant to finalize the UNDP-GEF project document for project *ENABLE project*	**UNDP**	**62000**	**GEF TRUSTEE**	71200	International Consultants	82,850	82,850	-	1
				71300	Local Consultants	44,100	44,100	-	2
				71400	Contractual Services - Individual	10,000	7,000	3,000	3
				71600	Travel	10,000	8,000	2,000	4
				74200	Audio Visual & Print Prod	500	250	250	5
				75700	Trainings, workshops	52,550	33,900	18,650	6
					PROJECT TOTAL	**200,000**	**176,100**	**23,900**	

Budget Note No.	Budget Note
1	International consultants will be recruited for the assignment as follows: 1. Project Development Specialist/PPG Team Leader @$750/day for 70 days = US$ 52,500 (contract duration till Nov/Dec 2026, all-inclusive with flight ticket to Indonesia 2 (two) missions (inception and validation workshop), travel insurance and visa on arrival) 2. Social and Environmental Safeguard Specialist @US$700/day for 35 days = US$ 24,500 (contract duration till Nov/Dec 2026, all-inclusive with flight ticket to Indonesia 1 (one) missions (field mission to project location), travel insurance and visa on arrival. 3. Conservation Financing Specialist (no field mission) @US$650/day for 9 days = US$ 5,850 **Total: US$ 82,850**
2	National consultants will be recruited for the following assignment:

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	1. Expert in Biodiversity and Protected Area Governance @US$300/day for 75 days = US$ 22,500 (contract duration till June 2026) 2. Senior Specialist on Landscape Management & Community-Based Conservation @200/day for 35 days = US$ 7,000 3. Senior Specialist in Knowledge Management and Learning Strategy @200/day for 30 days = US$ 6,000 4. Senior Specialist for Safeguard, Gender and Stakeholder Engagement @200/day for 35 days = US$ 7,000 5. Senior Specialist on Procurement Capacity Assessment @160/day for 10 days = US$ 1,600 **Total: US$ 44,100**
3	Part time NPSA 6 for managing the PPG fund in Quantum and PIMS which is accessible only for UNDP contract holder. The scope of work will include provision of procurement and payment processes. Effective working days: estimated 6 months, estimated proforma cost is $19,000 per annum. **Total: US$ 10,000**
4	Travel to potential project sites for baseline development and stakeholder consultation. **Total: US$ 10,000**
5	Translation cost for related data and information of project baseline. **Total: US$ 500**
6	Meetings and workshops at national and project sites which include following indicative events, but not limited to: • Inception Workshop of PPG • Workshop on defining and analysing project development challenges, Theory of Change, FPIC, strategic results frameworks, policy intervention • Development of gender and social inclusion action plan • Focus group discussions on sustainable wildlife tourism, business plan development, social marketing strategy, livelihood strategy of the local community, etc. • Validation workshop(s) **Total: US$ 52,550**

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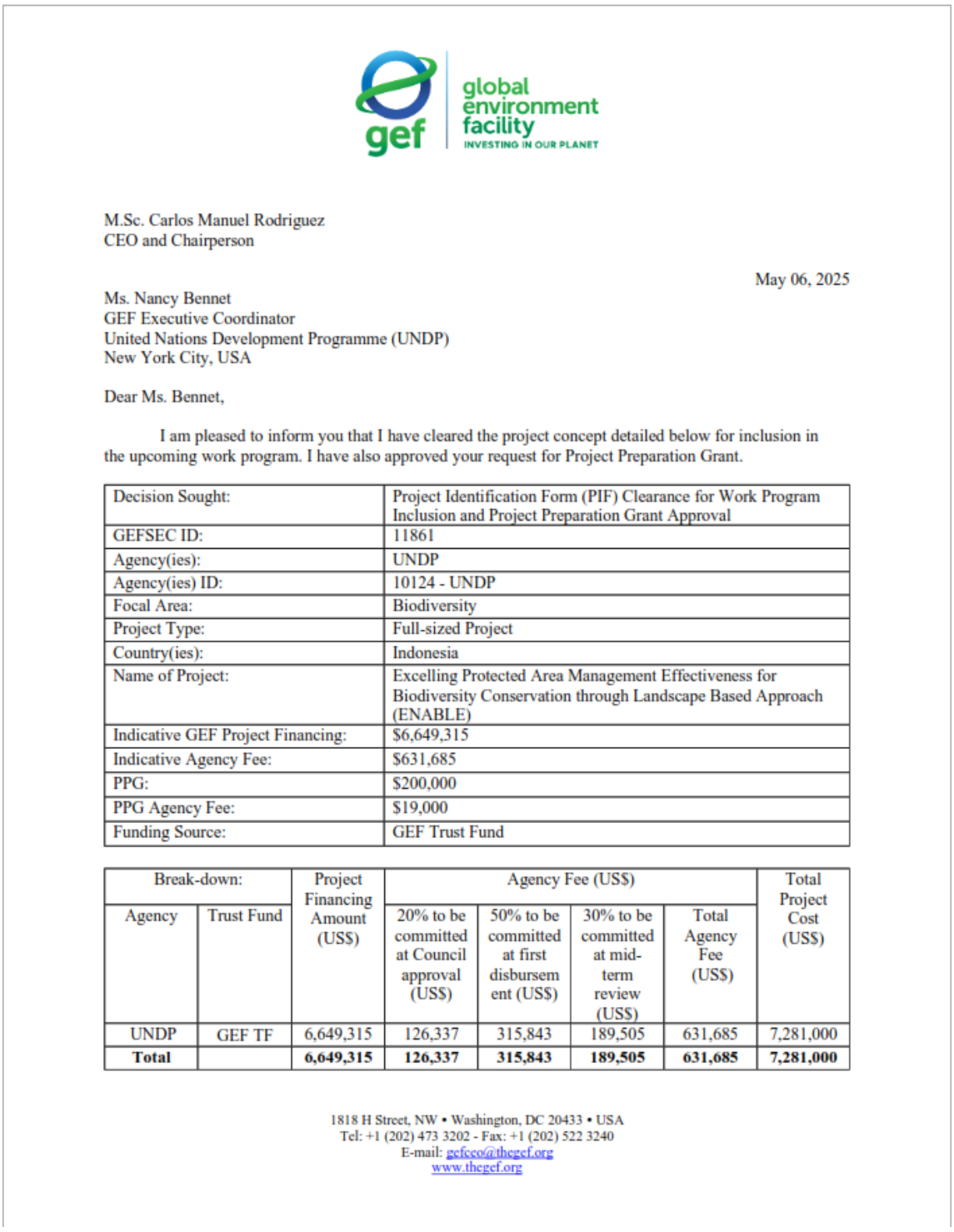
V. GEF PPG ACTIVITIES TIMEFRAME AND BUDGET

PPG Activity	Budget $	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Dec-26
Hiring process of PPG Team	-													
Request for ASL	-													
Kick-off Meeting (online)	-													
Inception Workshop (in country)	6,000													
Component A: Technical studies - field based and desktop reviews including conducting the SESP analysis, development of SES management plans, development of the ESMF, and the development of the Stakeholder engagement plan	60,000													
Component B: ProDoc formulation (Completion of SESP, ESMF and Stakeholder engagement)	114,000													
Negotiate and collect co-financing letters from Governments and potential partners (non-government)														
Project RRF, ToC & TBWP for RTA/RTS review														
Project RRF, ToC & TBWP for HQ internal review														
Component C: Validation Workshop	20,000													
Delivery of final outputs	-													
Draft ProDoc, CEO ER and Annexes for RTA/RTS review														
Draft ProDoc, CEO ER and Annexes for UNDP review														
PPG Submission for internal clearances														
First GEF submission														
Planned GEF STAP Review														
GEF CEO Endorsement														
TOTAL	**200,000**													

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VI. MANDATORY ANNEXES

Annex 1: GEF CEO PIF/PPG Approval Letter



M.Sc. Carlos Manuel Rodriguez
CEO and Chairperson

May 06, 2025

Ms. Nancy Bennet
GEF Executive Coordinator
United Nations Development Programme (UNDP)
New York City, USA

Dear Ms. Bennet,

I am pleased to inform you that I have cleared the project concept detailed below for inclusion in the upcoming work program. I have also approved your request for Project Preparation Grant.

Decision Sought:	Project Identification Form (PIF) Clearance for Work Program Inclusion and Project Preparation Grant Approval
GEFSEC ID:	11861
Agency(ies):	UNDP
Agency(ies) ID:	10124 - UNDP
Focal Area:	Biodiversity
Project Type:	Full-sized Project
Country(ies):	Indonesia
Name of Project:	Excelling Protected Area Management Effectiveness for Biodiversity Conservation through Landscape Based Approach (ENABLE)
Indicative GEF Project Financing:	$6,649,315
Indicative Agency Fee:	$631,685
PPG:	$200,000
PPG Agency Fee:	$19,000
Funding Source:	GEF Trust Fund

Break-down:		Project Financing Amount (US$)	Agency Fee (US$)				Total Project Cost (US$)
Agency	Trust Fund		20% to be committed at Council approval (US$)	50% to be committed at first disbursement (US$)	30% to be committed at mid-term review (US$)	Total Agency Fee (US$)	
UNDP	GEF TF	6,649,315	126,337	315,843	189,505	631,685	7,281,000
Total		**6,649,315**	**126,337**	**315,843**	**189,505**	**631,685**	**7,281,000**

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Ms. Bennet

Break-down:		Project Preparation Grant (US$)	PPG Fee (US$)	Total (US$)
Agency	Trust Fund			
UNDP	GEF TF	200,000	19,000	219,000
Total		**200,000**	**19,000**	**219,000**

This PIF clearance and PPG approval are based on the understanding that the project is in conformity with GEF Trust Fund focal area strategies and with GEF policies and procedures. Please ensure that your final project document, having fully addressed all Secretariat, STAP, Convention Secretariats and Council comments, will be endorsed within 18 months of Council approval of the work program.

Sincerely,

M. Sc. Carlos Manuel Rodriguez
Chief Executive Officer and Chairperson
Global Environment Facility

Copy to: Country Operational Focal Point, Trustee

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Annex 2: Draft Terms of Reference (TORs) of Consultants Financed by the Project Preparatory Grant (GEF PPG)

International consultants:
1. Project Development Specialist/PPG Team Leader
2. Social and Environmental Safeguard Specialist
3. Conservation Financing Specialist

National consultants will be recruited for the following assignments:
1. National Expert on Biodiversity and Protected Area Governance
2. Senior Specialist on Landscape Management and Community-Based Conservation
3. Senior Specialist in Knowledge Management and Learning Strategy
4. Senior Specialist for Safeguard, Gender and Stakeholder Engagement
5. Senior Specialist on Procurement Capacity Assessment

Contractual services:
1. Project Associate (NPSA 6)

Position, Type and Cost	Role, Deliverables and Qualifications
1. Position: Project Development Specialist – Team Leader for Project Development (GEF PPG Team Leader) **Type:** International IC – Senior Specialist **Daily cost per person:** US$750 **Number of person day needed:** 70 days **Total:** $ 52,500	**Role** The PPG Team Leader will be responsible for quality assurance and timely preparation of all reports and documentation, including the finalized UNDP GEF Project Document (ProDoc) and CEO Endorsement Request, with all mandatory and project specific Annexes and supporting documentation. The PPG Team Leader will also ensure coordination between government IP, proposed responsible parties, GEF OFP, UNDP, Private Sector and other multi-lateral co-financiers of the project, as well as and overall alignment with the GWP, including on the knowledge management and M & E. S/he will be responsible for managing all consultants on the GEF PPG Team as well as coordinating the Team's work. **Responsibilities and Deliverables:** the list below outlines key responsibilities and deliverables of this contract. The PPG Initiation Plan for this project provides further and more detailed guidance regarding the responsibilities of the prospective PPG team and must be consulted accordingly. 1) <u>Management of the GEF PPG Team</u> a. Define and submit a **detailed methodology and work plan** in consultation with the other consultants with clear delegation of responsibilities for the International Consultants (ICs) and National Consultants (NCs); b. Create and maintain reporting lines in close collaboration with Programme Officer and RTS/RTA; c. Ensure that project development is **participatory, socially inclusive and gender-responsive and based on extensive stakeholder engagements**; d. Verify and ensure that all project components are **technically sound and cost effective**. e. Engage closely with the Bangkok Regional Hub as well as BRH to ensure alignment with regional programmatic priorities including UNDP's Nature Pledge

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Position, Type and Cost	Role, Deliverables and Qualifications
	f. Support the development, review and finalization of national and international consultant TORs as required to ensure the effectiveness of their roles and deliverables with the preparation of the Project Documents and their recruitment as necessary. g. Identify and propose additional studies as required and assign to the PPG Team Members their respective contributions. h. Identify the interface between priorities and strategic actions can be aligned with the project's strategy and UNDP's Nature Pledge's three shifts; i. Populate a shared online folder with the respective project documentation and maintain updated versions of the documents at the various stages of the project development cycle, including the work plan as per 1a. 2) <u>Preparatory Technical Studies and Reviews (Component A)</u>: With inputs from the national consultants, as detailed in their respective TORs: a. Compile baseline/situational analysis for the full-size project (FSP). This will include a precise definition of baseline projects, activities, budgets, goals and co-financial links to GEF outcomes; definition of GEF incremental value per outcome and output; and presentation of results of the incremental cost-analysis in matrices as appropriate; b. Apply the designated four-step Nature Pledge methodology to identify the interface between the proposed project and the shifts and targets of the UNDP's Nature Pledge with the purpose of project alignment; c. A **stocktaking of all baseline projects**, their geographical spread, financing and technical capacities to maximize synergies in institutional, operational and technical areas; d. Lead and oversee the stakeholder analysis and consultations, with support from national consultants, and ensure that they are complete and comprehensive including consultations with the private sector and any other associations and bodies deemed relevant to the project objectives; e. Ensure the preparation of the social and gender analysis and ensure its findings are meaningfully integrated into the project's strategy, theory of change, SESP, and results framework; f. Lead the development of a climate risk assessment tailored to the project context and develop risk mitigation strategies to be incorporated into SESP/ ESMF and project outputs as appropriate g. Ensure action points, including risk assessments, from any SES pre-screening and the PISC process (prepared at the concept note stage) are fully implemented during the PPG, and update that screening in an iterative process throughout the PPG, and as appropriate; h. Conduct and oversee the identification of the project sites, including in a wider landscape context, with documentation of selection criteria and making sure that geo-referenced data and maps are clearly presented both for targeted protected areas and broader landscapes, as applicable; i. Oversee the consultations with partners regarding financial planning including co-financing and investment mobilized and deliver in the necessary format; j. Ensure the design of appropriate project knowledge management processes and platforms, ensuring appropriate linkages to existing mechanisms and knowledge sharing in project landscapes;

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Position, Type and Cost	Role, Deliverables and Qualifications
	k. Lead and oversee the identification of opportunities for private sector engagement and co-financing; l. Ensure the preparation of partner capacity assessments and discussions on management arrangements early in the PPG process; m. Ensure the preparation of partner capacity assessments and discussions on management arrangements early in the PPG process; n. Ensure and oversee the preparation of project-level Grievance Redress Mechanism (GRM) in direct collaboration with the SES specialists; Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs o. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs. 3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: With inputs from the national consultants, as detailed in their respective TORs, and based on international best practice: a. Develop, present and articulate the project's theory of change, including problem and solution trees developed in consultation with project stakeholders, specifically considering GEF STAP guidance and specific Concept Note and GEF Lead Agency guidance (The World Bank) level comments on this; Develop the Results Framework in line with UNDP-GEF policy; b. Develop a detailed Monitoring and Evaluation Plan and Budget; c. Oversee and ensure the preparation of a Socially Inclusive and Gender Responsive Comprehensive Stakeholder Engagement Plan; d. Oversee and ensure the preparation of a Gender Action Plan and Budget; e. Oversee and ensure the preparation of an Indigenous Peoples Plan and Budget, if and as necessary; f. Oversee and ensure the updating of the SESP related documentation based on assessments undertaken during Component A, and ensure the development of required environmental and/or social management plan(s) as required; g. Oversee and ensure appropriate incorporation of the project-level Grievance Redress Mechanism (GRM) in the ProDoc and annexes in collaboration with the SES specialists; h. Work with the UNDP Country Office to select indicators for the respective outcomes of the UNDP Strategic Plan Integrated Results and Resources Framework (IRRF) as necessary; i. Complete the risk register and update any SESP related documentation based on assessments undertaken under Component A; j. Oversee the preparation of the required GEF tracking tools (as required) and GEF Core Indicators and ensure these are supported by robust and validated data; k. Develop activities to ensure linkages and contribution of the project to the broader GWP community. l. Formulate a partnership plan, the learning plan and impact monitoring for the project m. Develop a detailed knowledge management and communication strategy; n. Secure all co-financing letters; o. Prepare Total Budget and Work Plan (TBWP) and Indicative Procurement Plan Secure and present agreements on project execution and management arrangements and ensure that the project aligns to UNDP-GEF guidance on UNDP execution support;

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Position, Type and Cost	Role, Deliverables and Qualifications
	p. Ensure the completion of the required official endorsement letters; and q. Synthesize all analyses, studies, etc. that are prepared under Components A and B to produce the draft UNDP-GEF ProDoc, GEF CEO Endorsement, and all mandatory and project specific Annexes, using the templates.[2] r. Support the resolving of comments and address all feedback as necessary until final GEF CEO Endorsement; 4) <u>Validation Workshop (Component C)</u>: a. Lead the inception and validation workshops to present, discuss and validate the initial project strategies and the final draft ProDoc and mandatory and project specific annexes, respectively with a special focus on the SESP and any management plans; b. Oversee all necessary revisions that arise during the workshops; and c. Ensure completion of both the Inception and the Validation Workshop Reports, compiling contributions from all team members. 5) <u>Final Deliverables</u>: a. Consolidation of all technical and consultation inputs and comments including from national stakeholders, UNDP, GWP, GEF Secretariat, STAP and GEF Council, into a well written and concise UNDP ProDoc with all required sections and Annexes, in line with the standard UNDP-GEF ProDoc template and annotated guidance; b. Completion of the GEF CEO Endorsement Request; c. Finalized SESP (and SES management plans as required) reflected in the project document and CEO-ER; d. All documentation from GEF PPG (including technical reports, meeting minutes, etc.); and e. Validation Workshop Report. **Qualifications** • Master's Degree or higher in a relevant field, such as Environmental Sciences, Environmental Planning and/or Management, natural sciences, sustainable agricultural development, or related field that includes conservation biology ▪ Minimum 10 years of demonstrable experience in the technical area of biodiversity conservation, ecosystem management, sustainable development, or closely related area; • Minimum of 10 years of experience with project development, implementation and/or evaluation, including formulation of biodiversity conservation projects with capacity development elements; • Demonstrable experience in leading PPG team and preparing high quality UNDP and GEF project documents; • Work experience in tropical Asian countries an asset. • Demonstrated leadership, facilitation and coordination skills, with ability to manage technical teams, engage with stakeholders, design participatory processes and form strategic partnerships and alliances • Demonstrated ability to work independently and deliver high quality outputs in a timely manner

[2] Please verify with the UNDP-GEF team that the correct templates are being used.

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Position, Type and Cost	Role, Deliverables and Qualifications
	• Previous working experience with GEF project agencies, such as UNDP, and familiarity with GEF and UNDP policies, procedures and practices are assets • Sound level of computer proficiency, including use of professional office software packages (Microsoft Office)
2. Position: Social and Environmental Safeguards Specialist **Type:** **International** IC – Senior Specialist **Daily cost per person:** US$700 **Number of person-day needed:** 35 days **Total:** $24,500	**Role** The Social and Environmental Safeguards Specialist will support the Team Leader to conduct the necessary assessments to identify potential environmental and social risks, and ways to avoid negative environmental and social impacts where possible, and where risk avoidance is not possible, to identify appropriate mitigation and management measures, in line with the UNDP Social and Environmental Standards. **Responsibilities and Deliverables:** the list below outlines key responsibilities and deliverables of this contract. The PPG Initiation Plan for this project provides further and more detailed guidance regarding the responsibilities of the prospective PPG team and must be consulted accordingly. 1) <u>Preparatory Technical Studies and Reviews (Component A)</u>: Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including: a. Review the safeguard pre-screening of the project concept b. Prepare the SESP c. Prepare an Environmental and Social Management Framework (ESMF) and stand-alone management plans as needed based on PPG studies d. Support the National Safeguard, Gender, and Social Inclusion Specialist in preparing the Indigenous Peoples Framework for inclusion in the ESMF e. Support the National Safeguard, Gender, and Social Inclusion Specialist in preparing the Gender Action Plan f. Support the National Livelihood and Community Engagement Specialist in preparing the comprehensive Stakeholder Engagement Plan, including the Grievance Redress Mechanism g. Support the National Livelihood and Community Engagement Specialist in preparing the baseline analysis to be incorporated into the ESMF as input for the SESA h. Support development and monitoring plan of the Risk Register. 2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: a. Prepare inputs and support the development of final PPG deliverables, as agreed with the GEF PPG Team Leader. b. Support the GEF PPG Team Leader in ensuring the programmatic coherence and contribution of this project to the entire GEF-8 biodiversity focal area programme 3) <u>Validation Workshop (Component C)</u>: a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, as appropriate. c. Contribute to the workshop reports in the context of the technical area d. Assist the PPG Team Leader to address comments in the GEF Review Sheets elaborated in full detail and addressing all comments from GEF Secretariat in respective documentation.

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Position, Type and Cost	Role, Deliverables and Qualifications
	4) Final Deliverables: a. SESP screening report b. Environmental and Social Management Framework outlining the steps that will be followed during the Project Inception Phase, namely the completion of an Environmental Social Impact Assessment (ESIA), an Environmental and Social Management Plan (ESMP), including an Indigenous Peoples Plan, and standalone plans as required, including budgets. c. Project Risk Register **Qualifications** • Master's or higher degree in environmental science, natural resources management or a closely related field; • At least 8 years of relevant experience in environment and social safeguards, environmental management, and policy development and implementation; • Proven track record of supporting, advising and collaborating with government institutions in developing countries on environmental and social safeguards, climate change and sustainable development • Proven experience and knowledge in safeguard principles, climate change, environmental and social impact assessment including environmental management of land and ecosystems especially in developing countries is an asset • Experience in working in the Asia-Pacific would be an advantage • Knowledge of UNDP, GEF or similar internationally funded projects is an asset • Excellent analytical, writing, advocacy, presentation, and communication skills in English.
3. Position: Conservation Financing Specialist **Type:** International IC – Senior Specialist **Daily cost per person-day:** US$ 650 **Number of person-weeks needed:** 9 days **Total:** US$ 5,850	**Role** The Conservation Financing Specialist will contribute to the formulation of the ENABLE Project Document (ProDoc) and CEO Endorsement Request by identifying viable conservation financing mechanisms to ensure long-term sustainability of protected areas (PAs) and biodiversity-rich landscapes. The consultant will conduct an assessment of existing and potential financing opportunities, aligned with UNDP-GEF guidance and national policy, and advise on financing strategies that support the ENABLE project theory of change and outcomes. **Responsibilities and Deliverables:** Under the guidance of the PPG Team Leader and in coordination with the UNDP Country Office and Regional Technical Advisor, the consultant will: • Conduct a rapid review of existing conservation financing mechanisms in Indonesia, including those applied within PAs and buffer zones. • Identify financing gaps, constraints, and enabling conditions relevant to the ENABLE project sites and components. • Explore and assess feasibility of mechanisms such as Payment for Ecosystem Services (PES), ecotourism revenue sharing, biodiversity offsets, carbon finance, and public-private partnerships. • Recommend financing strategies that can be piloted or scaled through the ENABLE project. • Integrate findings into the draft ProDoc, particularly Component 1 (enabling environment) and Component 2 (landscape-based conservation). • Participate in virtual consultations and team coordination meetings as needed.

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Position, Type and Cost	Role, Deliverables and Qualifications
	Technical Contributions • Technical inputs to the financial sustainability strategy for targeted PAs and associated landscapes. • Recommendations on policy instruments, incentives, and governance structures to enable long-term financing. • Alignment of financing mechanisms with national systems, including Ministry of Finance, BAPPENAS, and MoFor frameworks. • Contributions to the ProDoc's sections on sustainability, incremental cost reasoning, and co-financing rationale. **Deliverables** 1. Inception note with workplan and focus areas, based on review of PIF, stakeholder inputs, and relevant documents. 2. Summary of conservation financing instruments and feasibility analysis tailored to ENABLE sites. 3. Written input to the draft ProDoc sections (Components 1 and 2, sustainability strategy, and co-financing plan). 4. Virtual participation in stakeholder consultations or internal validation meetings. 5. Final synthesis with recommendations and feedback integration into the ProDoc. **Qualifications** • Advanced degree in environmental economics, conservation finance, natural resource management, public policy, or related field. • Minimum 7 years of experience in designing or assessing conservation finance mechanisms in Indonesia or the Southeast Asia region. • Familiarity with GEF/UNDP project design processes and financing policy. • Demonstrated experience with PES, biodiversity offsets, trust funds, or similar financial instruments. • Strong analytical and communication skills; ability to work independently and remotely. • Fluency in English is required.
4. Position: National Expert on Biodiversity and Protected Area Governance **Type:** National Consultant (NC) – Expert **Daily cost per person-day:** US$ 300 **Number of person-weeks needed:** 75 days	**Role** The National Expert will lead the national technical team for the PPG phase of the ENABLE project and act as the **National Lead Consultant**, responsible for coordinating, integrating, and quality-controlling the work of all national consultants. In addition to this leadership and coordination role, the expert will provide **specialized technical inputs on protected area governance, biodiversity policy and regulation, institutional strengthening**, and design of **advanced PA management monitoring systems** (e.g., METT, SMART). The consultant will work closely with the International PPG Team Leader and serve as the national counterpart to facilitate technical alignment, harmonized reporting, and stakeholder coordination. **Responsibilities and Deliverables:** ***Leadership and Coordination (National Team Oversight):*** • Coordinate and oversee the work of the three other national consultants (on landscape management, knowledge management,

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Position, Type and Cost	Role, Deliverables and Qualifications
Total: US$ 22,500	gender/safeguards/stakeholder engagement), ensuring coherence, complementarity, and alignment with project outcomes. • Convene and facilitate regular technical team coordination meetings, ensuring timely input and delivery of national-level components. • Act as the national focal point to the International PPG Team Leader and Safeguard Consultant, supporting strategic planning, consultation, and drafting of all PPG deliverables. • Provide inputs to the development of conservation financing instruments/ protected area financing tools • Review and consolidate national inputs into key documents such as the Project Document (ProDoc), SESP, Stakeholder Engagement Plan, and Gender Action Plan. ***Technical Contributions (Biodiversity and PA Governance):*** • Lead the development of **criteria and operational guidelines for Landscape-Based Management (LBM) Centers of Excellence** focused on PA governance and institutional mandates (Output 1.1). • Analyze and assess **existing PA policy, legal, and institutional frameworks**, and propose recommendations for enhanced coordination between KSDAE, national parks, and local governments. • Provide technical design for the **PA governance strengthening strategy**, including the role of CoEs in national biodiversity planning, coordination mechanisms, and potential regulation updates. • Design a roadmap for an **advanced biodiversity management effectiveness system**, including enhancements to the use of **METT**, integration of SMART patrol results, and adaptive governance mechanisms (Output 1.4). • Contribute to the synthesis of biodiversity data and institutional capacity assessments relevant to PA governance (but not overlapping with landscape management or community mechanisms). **Deliverables:** 1. Coordinated national technical workplan, team meeting summaries, and integrated contributions to PPG outputs. 2. Report on Baselines including key threats/ threat level from poaching, encroachment, illegal logging, human-wildlife conflict and the effectiveness of current PA management and monitoring, including key gaps that can be addressed through the project, including relevant PA financing mechanisms (with the technical support of the International Conservation Finance Specialist) 3. Draft and final report on **LBM CoE institutional design and governance criteria** for Output 1.1. 4. Technical input to the development of **enhanced METT and biodiversity monitoring systems** (Output 1.4). 5. Policy and institutional gap analysis with recommendations for PA governance strengthening. 6. Consolidated national input to the ProDoc, PIF annexes, and other PPG-required documentation.

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Position, Type and Cost	Role, Deliverables and Qualifications
	The National Expert on Biodiversity and Protected Area Governance will conduct the following tasks: 1) <u>Preparatory Technical Studies and Reviews (Component A)</u>: Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including: a. Lead the overall coordination of national consultant team activities and timelines. b. Conduct institutional and governance gap analysis for protected areas, CoEs, and MoFor/KSDAE systems. c. Lead the development of criteria and guidelines for establishing LBM CoEs (Output 1.1). d. Assess current METT and SMART systems, and design a roadmap for enhanced PA management effectiveness monitoring (Output 1.4). e. Contribute to stakeholder and policy mapping for biodiversity governance. f. Provide inputs to the development of baseline situation, problem tree, theory of change (TOC), and results framework. 2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: a. Coordinate and consolidate inputs from all national consultants into the ProDoc and annexes. b. Draft narrative sections related to biodiversity, PA governance, institutional arrangements, and METT systems. c. Review and refine technical annexes related to governance frameworks, METT strengthening, and biodiversity indicators. d. Provide quality assurance and harmonization across national inputs. e. Liaise closely with the International PPG Team Leader to ensure consistency in document structure and technical alignment. 3) <u>Validation Workshop (Component C)</u>: a. Present key findings on biodiversity governance, CoE frameworks, and METT system upgrades. b. Facilitate discussions with MoFor, KSDAE, and national park authorities. c. Support final revisions of the ProDoc and annexes based on workshop feedback. 4) Contribute to the workshop reports in the context of the technical area 5) Assist the PPG Team Leader to address comments in the GEF Review Sheets elaborated in full detail and addressing all comments from GEF Secretariat in respective documentation. **Qualifications** • Advanced degree (Master's or PhD) in Biodiversity Conservation, Ecology, Environmental Policy, or a related discipline.

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Position, Type and Cost	Role, Deliverables and Qualifications
	• Minimum 10 years of experience in biodiversity policy, protected area management, or institutional governance. • Demonstrated leadership experience in coordinating multi-disciplinary teams or consultant groups. • Proven track record working with the Ministry of Environment and Forestry (particularly KSDAE), national park agencies, and biodiversity-related policy frameworks. • Technical expertise in METT, SMART, or related biodiversity monitoring frameworks. • Strong skills in team coordination, stakeholder facilitation, and bilingual (Bahasa Indonesia and English) technical writing. • Familiarity with GEF, UNDP, or other donor-funded project preparation processes is a strong asset.
5. Position: Senior Specialist on Landscape Management and Community-Based Conservation **Type:** National Consultant (NC) - Senior Specialist **Daily cost per person:** US$ 200 **Number of person-day needed:** 35 days **Total: US$ 7,000**	**Role** The consultant will provide specialized inputs to **participatory and ecological design** of landscape-based management models in three target NPs. The work will focus on the **integration of HCV, wildlife corridors, human-wildlife conflict mitigation**, and community-driven approaches such as **conservation agreements and sustainable livelihood initiatives**, ensuring inclusivity and landscape connectivity. **Responsibilities & Deliverables:** • Lead site-level technical design for landscape-based management strategies in Gunung Leuser, Sebangau, and Bogani Nani Wartabone NPs (Output 2.1). • Facilitate the design and documentation of **community-based mechanisms** (e.g., SMART patrols, PPPs, sustainable livelihoods) (Output 2.2). Support the update of NP management plans to integrate ecosystem connectivity and resilience. • Collaborate with local park units, IPLCs, and NGOs in developing ecosystem restoration strategies. *1) Component A – Preparatory Technical Studies and Reviews* a. Produce a project landscape report with a focus on the landuses and communities around the selected parks. This will include; b. Ecological and socio-economic assessments of the three CoE NPs to identify high conservation value areas, ecological corridors, climate risks, and degradation drivers. c. Assess threats from current livelihood practices including landuses, NTFP extraction, tourism, HWC d. Engage with IPLCs, community groups, and park authorities to identify co-management priorities, participatory mechanisms, and local conservation strategies. e. Models for community engagement including the design of conservation agreements, community-based monitoring (e.g., SMART patrols), human-wildlife conflict mitigation, and sustainable livelihood models.

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Position, Type and Cost	Role, Deliverables and Qualifications
	f. Support alignment of revised NP management plans with LBM and co-management approaches. g. Identified the most prospective areas for restoration via agroforestry, habitat restoration, and ecosystem-based adaptation (EbA) opportunities. *2) Component B – ProDoc and CEO Endorsement Document* a. Draft site-level sections for Gunung Leuser, Sebangau, and Bogani Nani Wartabone landscapes in the ProDoc. b. Develop annexes with maps, participatory mechanism designs, and livelihood implementation frameworks. c. Provide quantitative inputs on area under improved biodiversity management, community beneficiaries, and effectiveness of participatory mechanisms. *3) Component C – Validation Workshop* a. Present site-specific LBM strategies and community-based models. b. Support technical validation sessions with IPLCs and park staff. c. Revise landscape-specific components of the ProDoc based on feedback. **Key Deliverables:** • Drafted landscape-based management modules for NP management plan updates (Output 2.1). • Technical briefs on participatory conservation mechanisms (Output 2.2). • Summary reports of consultations with IPLCs and local stakeholders. • Input to maps showing ecological corridors and restored areas. **Qualifications:** • Master's in Environmental Management, Landscape Ecology, Forest Management, or related fields. • More than five years of experience in landscape-based conservation and local community engagement. • Experience in designing participatory mechanisms and corridor restoration. • Familiar with HCV, wildlife conflict mitigation, and collaborative conservation. • Demonstrate capacity to write a quality report and deliver presentation for general audience and policy makers. • Good writing and speaking in English and Bahasa Indonesia.
6. Position: Senior Specialist in Knowledge Management and Learning Strategy	**Role** This consultant will support the development of a **Knowledge Management Platform** to collect, synthesize, and share successful LBM practices across Indonesia's PA network. They will also design a **learning strategy** for replication in six additional PAs and facilitate **cross-site mentoring and training programs**. **Responsibilities and Deliverables**

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Position, Type and Cost	Role, Deliverables and Qualifications
Type: National Consultant (NC) - Senior Specialist **Daily cost per person:** US$ 200 **Number of person-day needed:** 30 days **Total: US$ 6,000**	• Develop the design framework and functional architecture of the Knowledge Management Platform (Output 3.1). • Coordinate learning programs and exchanges with six replication PAs (Output 3.2). • Compile lessons learned, case studies, and field-tested practices from CoEs. • Collaborate with national parks and MoFor to ensure platform ownership and content flow. *1) Component A – Preparatory Technical Studies and Reviews* a. Conduct a needs assessment for knowledge management (KM) across the three CoEs and six replication PAs. b. Design the KM Platform architecture, identifying functional needs for data sharing, learning exchange, and digital tools. c. Document best practices, innovations, and lessons learned from PA management, CoEs, and IPLC engagement. d. Engage with MoFor, training institutions, and PA managers to validate KM requirements and modalities. *2) Component B – ProDoc and CEO Endorsement Document* a. Draft KM sections in the ProDoc, including platform structure, user flow, hosting responsibilities, and institutional links. b. Develop the learning strategy and training plan for PA replication, including e-learning modules, mentoring, and exchange visits. c. Provide inputs to indicators tracking number of trained staff, use of KM tools, and replication success. d. Prepare a sustainability plan for the KM platform post-project. *3) Component C – Validation Workshop* a. Present KM platform concept and learning strategy. b. Facilitate discussions on knowledge sharing mechanisms across PAs. c. Integrate stakeholder feedback into final KM design. **Key Deliverables:** • Blueprint and operational plan for KM Platform (Output 3.1). • Learning and mentoring program design with training modules and monitoring tools (Output 3.2). • Documented good practices and knowledge products for replication. • User-friendly guidance note for KM Platform uptake by PAs. **Qualifications:** • Master's in Communication, Education, Human resources management, Knowledge Management, Conservation, or relevant fields.

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Position, Type and Cost	Role, Deliverables and Qualifications
	• At least 7 years of experience in KM strategy, capacity building, HR-related, and/or environmental education. • Familiarity with learning platforms, cross-site learning, and digital systems. • Good command of English both writing and speaking. • Have ability to present ideas, findings, and recommendations in effective way(s) using power point presentation and/or other tools.
7. **Position:** Senior Specialist for Gender, Safeguard and Stakeholder Engagement **Type:** National Consultant (NC) - Senior Specialist **Daily cost per person:** US$ 200 **Number of person-day needed:** 35 days **Tot:** US$ 7,000	**Role** The Senior Specialist for Safeguards, Gender and Stakeholder Engagement will support the Social and Environmental Safeguards Specialist in developing mandatory project Annexes related to application of social and environmental safeguards and support adherence of project development to UNDP's SES and specific requirements, as appropriate. The consultant will be a gender and social inclusion expert with in-depth experience in gender analysis and local community engagement, expectedly with good understanding of the national and local context. **Responsibilities and Deliverables** 1. Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader and International Consultant on Social and Environmental Safeguards, including: a. **Review and contribute to the development of the UNDP Social and Environmental Screening Procedure (SESP)**by validating risk pre-screening, identifying key social and environmental risks, and supporting consultations across CoE landscapes (Gunung Leuser, Sebangau, Bogani Nani Wartabone). b. **Assess the presence and engagement needs of Indigenous Peoples (IPLCs)** and customary communities in each of the three CoE landscapes, including documentation of their rights, access to land and resources, and determine whether FPIC is required based on national and local context. c. **Design and support FPIC-related consultations**, assess capacity for informed consent, and prepare the required Indigenous Peoples Framework (IPF), if applicable, for integration into the ESMF and project design. d. **Conduct gender analysis** to examine differential impacts, access, roles, and opportunities for women and marginalized groups in biodiversity conservation and sustainable livelihood activities. e. **Ensure gender-responsive stakeholder engagement** during site-level and national consultations, with attention to meaningful participation of women, youth, and vulnerable groups. f. **Collect inputs for the Stakeholder Engagement Plan (SEP), Gender Action Plan, and Grievance Redress Mechanism**, ensuring alignment with UNDP SES and GEF requirements. g. **Compile data for the Process Framework and Livelihood Action Plan**, focusing on IPLC rights and access to natural resources, land tenure security, and alignment with community-based conservation mechanisms. h. **Identify mechanisms and opportunities for enabling land-use transition** through inclusive public-private partnerships, participatory decision-making, and policy incentives relevant to LBM models. i. **Facilitate stakeholder and network mapping**, particularly of IPLCs, women's cooperatives, CSOs, and government agencies, identifying gaps in representation and communication mechanisms.

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Position, Type and Cost	Role, Deliverables and Qualifications
	j. **Evaluate livelihood risks and conservation trade-offs** by examining how biodiversity measures affect household income, and propose sustainable economic alternatives that enhance conservation incentives. k. **Identify policy and legal gaps** that constrain IPLC involvement in biodiversity conservation and sustainable forest use, and propose reforms to support legal recognition and community incentives. l. **Assess barriers to effective community engagement** (cultural, economic, institutional) and propose solutions to strengthen IPLC leadership in conservation. m. **Map existing training, capacity-building, and extension services**, and recommend improvements to empower communities in LBM approaches and conservation-compatible livelihoods. 2. <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B), in coordination with the</u> International Consultant on Social and Environmental Safeguards<u>:</u> a. **Draft and finalize the Indigenous Peoples Framework (if required)**, incorporating findings from Component A and aligning with national law and international standards. b. **Provide technical inputs to complete the SESP**, including detailed risk analysis and proposed mitigation measures for inclusion in the Environmental and Social Management Framework (ESMF) and ProDoc. c. **Prepare the Gender Action Plan**, with costed activities and clearly defined gender-responsive interventions at both landscape and institutional levels. d. **Provide gender and safeguards inputs to the Results Framework, Theory of Change, and risk analysis**, ensuring integration of sex-disaggregated indicators and gender parity targets. e. **Prepare a comprehensive Stakeholder Engagement Plan** including a gender-responsive consultation plan, FPIC mechanisms (if applicable), and Grievance Redress Mechanism. f. **Prepare the Process Framework and Livelihood Action Plan**, reflecting the needs and preferences of IPLCs and local stakeholders, including provisions for equitable access to project benefits. g. **Contribute to the design of project management arrangements**, ensuring clear roles for IPLCs, local CSOs, and safeguards oversight mechanisms at national and site levels. h. **Document and provide summary logs of gender and safeguards inputs** into all sections of the ProDoc and annexes, ensuring consistency, traceability, and alignment with GEF requirements. 3. <u>Validation Workshop (Component C):</u> a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, as appropriate. c. Contribute to the workshop reports in the context of the technical area d. Assist the PPG Team Leader to address comments in the GEF Review Sheets elaborated in full detail and addressing all comments from GEF Secretariat in respective documentation.

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Position, Type and Cost	Role, Deliverables and Qualifications
	4. Final Deliverables: a. Report on stakeholder analysis and technical input to the Social and Environmental Screening Procedure (SESP) document b. Report on comprehensive gender-responsive Stakeholder Engagement Plan that: i. incorporates **FPIC** procedures and includes annex that comprehensively documents all FPIC consultations during the PPG phase; and ii. includes a **Grievance Redress Mechanism** that incorporates the preferences of Indigenous Peoples in each project site. c. Baseline analysis of policies, plans, and governance and regulatory frameworks related to biodiversity conservation, protected area governance, and community to be incorporated into the Environmental and Social Management Framework (ESMF) d. Report on gender analysis and Gender Action Plan including the budget. e. Process Framework and Livelihood Action Plan f. Technical input to the final UNDP-GEF project document based on guidance from the GEF PPG Team Leader. **Qualifications** • Master's degree or higher in a relevant field, such as gender studies, gender and development, women and environment, or women and sustainable development; • Minimum 7 years of demonstrable experience in the technical area of gender mainstreaming, community development, and social and environmental safeguards risk assessment and mitigation; • Experience carrying out participatory gender analysis; experience collecting and formulating gender responsive indicators and sex-disaggregated data and preparing gender responsive project analysis; developing gender action plans; • Prior experience in the safeguards assessments and processes of international organizations and donors, such as World Bank, UNDP, etc; • Demonstrated understanding of the links between sustainable development, social and gender issues; • Demonstrated experience working on policy and programmatic issues with national and local governments and civil society organizations including community organizations; • Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, protection of cultural heritage, and/or community engagement is highly desired; • Experience with project development and results-based management methodologies is highly desired; • Excellent analytical, writing, advocacy, presentation, and communications skills are required; and • Excellent written and oral communication skills in English and fluency in Bahasa.

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8. **Position:** Specialist for Procurement Capacity Assessment **Type:** National Consultant (NC) - Senior Specialist **Daily cost per person:** US$ 160 **Number of person-day needed:** 10 days **Total:** US$ 1,600	**Role** The consultant will support the ENABLE Project Preparation Grant (PPG) phase by conducting a thorough capacity assessment of the proposed Implementing Partner in relation to procurement systems and on-granting mechanisms. Using UNDP's Partner Capacity Assessment Tool (PCAT), the consultant will assess the fiduciary capacities, risks, and readiness of the institution designated to execute the GEF-funded ENABLE project. This work is essential for finalizing execution arrangements and ensuring compliance with both UNDP operational policies and GEF Minimum Fiduciary Standards. **Responsibilities and Deliverables** Under the supervision of the UNDP Country Office (Operations Manager and Programme Analyst) and in coordination with the PPG Team, the consultant will: • Conduct a desk review of the Government of Indonesia's procurement and on-granting policies, systems, and practices relevant to the candidate Implementing Partner. • Coordinate with the Implementing Partner focal points (DG of KSDAE, MoFor) and UNDP Operations team to collect procurement-related data and documentation. • Lead consultations and interviews (virtual or in-person) with the procurement units of candidate entities. • Complete both the "Procurement Capacities" and "On-Granting Capacities" sections of the PCAT, providing objective scores, supporting evidence, document references, and risk narratives. • Propose appropriate risk mitigation measures and capacity development actions for inclusion in the ProDoc, especially where risks may affect fund flow, procurement integrity, or sub-grantee accountability. **Technical Contributions** • Evidence-based completion of PCAT procurement and on-granting assessments, in compliance with UNDP and GEF requirements. • Assessment of alignment between IP's systems and international fiduciary standards, particularly in competitive bidding, transparency, fund disbursement, and sub-grantee oversight. • Strategic recommendations for execution modality options (e.g., national implementation modality/NIM, assisted NIM, use of Responsible Parties), and inputs to related sections of the ProDoc. **Deliverables** 1. Inception Note outlining approach, workplan, and stakeholder engagement 2. Desk review of national procurement and on-granting policies, and institutional documentation from proposed IP. 3. Collected evidence and conducted interviews/consultations with IP procurement and finance teams. 4. Completed PCAT Procurement Capacities and On-Granting Capacities sections (including scoring, justification, references, and risk commentary). 5. Final summary report with key findings, risk mitigation proposals, and recommendations for execution arrangements and capacity support measures. **Qualifications** • Advanced degree in public administration, procurement, finance, development studies, or a related field.

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	• Minimum 3 years of experience in procurement systems, financial assessments, or fiduciary capacity evaluations, preferably with multilateral or donor-funded projects. • Demonstrated experience and understanding of Government of Indonesia procurement and grant disbursement systems, particularly in public sector or environmental project contexts. • Familiarity with UNDP PCAT tools, HACT assessments, or GEF project execution standards is highly desirable. • Strong analytical, documentation, and coordination skills; ability to work remotely and meet tight deadlines. • Fluency in Bahasa Indonesia and professional working proficiency in English.
9. Position: Project Associate **Type:** National Personnel Service Agreement (NPSA) 6 **Proforma Cost/annum:** 20,000 US$ **Effective working days: estimated 6 months** **Total:** US$ 10,000	**Role** The Project Associate will work under supervision of Procurement Analyst and Operation Manager. **Responsibilities and Deliverables** The project associate will be responsible for following tasks: a. Implement the procurement processes of goods, services and works which consist of solicitation process, bid opening and review of evaluation result, create draft contract of certain conditions in full compliance with UNDP rules and regulations. b. Implement the procurement process of hiring the Individual Consultant which consists of solicitation process, bid opening, contract negotiation, and creating draft contract and conducting the amendment to the Contract. c. Support the administration, managing contracts of PPG team, and Purchase Orders. d. Support PPG Team in monitoring, updating, and sharing information on progress of deliverables on quarterly basis. e. Contribute to the preparation of regular reports on procurement and contract management. f. File each type of contracts separately based on contract modality (PO, INC, and IC). g. Ensure each contract is supported with proper document starting from requisition, solicitation, proposals/quotations, evaluation matrix, and approved CAPCRCP/ACP (for contract with value USD 50,000 and above). h. Collect and update existing project database related to Project Preparation Grant (PPG) process of the GEF ENABLE project. i. Conduct desk review for updating project stakeholder analysis and their roles in project implementation. j. Support project administration including drafting letters, invitation letters and other correspondence needs with project partners and tracking the response. k. In coordination with PPG team, support arrangement of meeting, workshop and field mission including selection of meeting/workshop venue through procurement process, distribution of invitation and management of participant confirmation. l. Support PPG closure of the ENABLE project. **Qualifications:** • Secondary education is required, or • University Degree in Business Administration, Public Administration, or equivalent field will be given due consideration, but it is not a requirement.

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	• A minimum of 6 years (with high school diploma) or 3 years (with bachelor's degree) of progressively responsible administrative or project experience is required. • Experience in the use of computers, office software packages (MS Word, Excel, etc.) and web-based management systems, and advanced knowledge of spreadsheet and database packages. • Experience in preparation of financial reports and overviews • Knowledge of monitoring and evaluation tools • Knowledge of project management processes • Knowledge of procurement procedures of national / international organizations • Fluency in the UN language of the duty station is required. • Fluency in the national language of the duty station is required for local personnel

MATRIX TABLE – NATIONAL CONSULTANTS' ROLES BY PPG COMPONENT

Consultant	PPG Component	Main Activities	Deliverables	Relevant ENABLE Outputs / Indicators

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1. National Expert on Biodiversity and PA Governance (National Lead Consultant)	A. Technical Studies	- Lead LBM governance criteria development - Institutional & policy analysis - METT/SMART review & enhancement - Oversee integration across national consultants	- LBM CoE Governance Framework (Output 1.1) - Institutional gap analysis report - Roadmap for METT+ monitoring system (Output 1.4) - Consolidated ToC, baseline, problem tree	Outputs 1.1, 1.4 Indicator: METT score increase; LBM governance model validated
	B. ProDoc/CEO Doc	- Integrate technical inputs from all national consultants - Draft governance-related ProDoc sections & annexes - Coordinate with PPG Team Leader	- ProDoc contributions - Finalized annexes on governance, institutional arrangements - Quality-assured team inputs	Outcome 1 Indicator: Institutional framework approved by MoFor
	C. Validation Workshop	- Present governance and METT upgrades - Support revisions post-feedback	- Workshop presentation & summary - Revised sections of ProDoc	Output 1.4 Indicator: Validated METT & governance plan
2. Landscape Management & Community-Based Conservation Specialist	A. Technical Studies	- Analyze HCVs, corridors, climate risks - Design community-based mechanisms - Field consultations with IPLCs	- Landscape-based NP management inputs (Output 2.1) - Summary of conservation agreements, livelihoods design (Output 2.2) - HCV and corridor mapping	Outputs 2.1, 2.2 Indicators: 5+ participatory mechanisms; 856,185 ha under improved management
	B. ProDoc/CEO Doc	- Draft technical sections on participatory LBM - Provide site-level spatial data & restoration maps - Support Results Framework development	- ProDoc sections & annexes - Draft maps and spatial analysis - Livelihood mechanism description	Output 2.2 Indicators: Reduced HWC incidents; 2,000 direct community beneficiaries
	C. Validation Workshop	- Present NP-level LBM models and mechanisms	- Final recommendations for Output 2	Outputs 2.1, 2.2

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		- Facilitate group discussions	- Revised mechanisms for inclusion in ProDoc	Indicator: Replicable models validated
3. Knowledge Management & Learning Strategy Specialist	A. Technical Studies	- KM platform design - Learning needs assessment across 6 replication PAs - Document best practices from CoEs	- KM Platform architecture (Output 3.1) - Learning strategy for Output 3.2 - Documented case studies and good practices	Outputs 3.1, 3.2, 3.3 Indicators: 200+ KM users; 100 trained PA officers
	B. ProDoc/CEO Doc	- Draft KM sections of ProDoc - Prepare training strategy and sustainability plan - Assist with replication strategy	- ProDoc and annex on KM - Training and mentoring plan for replication PAs	Output 3.2 Indicator: Increased METT in 6 PAs; knowledge replication strategy developed
	C. Validation Workshop	- Present KM platform and learning plan - Gather user feedback	- Revised KM content and platform features - Finalized training approach	Outputs 3.1, 3.2 Indicator: KM validated by target users
4. Safeguards, Gender & Stakeholder Engagement Specialist	A. Technical Studies	- Gender and inclusion analysis - Stakeholder mapping - Safeguard risk scoping (SESP) - Conduct IPLC/women consultations	- Gender Action Plan draft - Stakeholder Engagement Plan (SEP) - Input to SESP (Output 2.2 + safeguards)	Safeguards, Gender Plan Indicators: 50% women beneficiaries; SES compliance
	B. ProDoc/CEO Doc	- Draft GAP, SEP, safeguards sections - Input to ProDoc on social inclusion, FPIC, risks - Review results framework gender/safeguard alignment	- Final Gender Action Plan - SESP and safeguard annexes - Community participation tracking tool	Output 2.2, SES Plan Indicators: Gender-sensitive M&E; Inclusive stakeholder engagement
	C. Validation Workshop	- Facilitate social inclusion sessions - Present safeguard findings - Validate stakeholder feedback	- Revised safeguard/Gender/SEP - Documentation of FPIC and IPLC inputs	Output 2.2 + safeguards Indicator: Validated FPIC & inclusive

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				implementation model