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# Initiation Plan / GEF PPG

**Project Title: Blue-Green Atolls: Addressing Land Degradation, Groundwater Salinization & Coastal Erosion in RMI via climate resilient strategies**

**Country: Republic of Marshall Islands**

**Country Programme Outcome:**
Pacific UNSDCF 2023 – 2027 Outcome 1: *By 2027, people, communities and institutions are more empowered and resilient to face diverse shocks and disasters, especially related to climate change, and ecosystems and biodiversity are better protected, managed and restored*

**Gender Marker rating:** GEN 2

**SES Pre-Screening Categorization:** Substantial

| | | |
|---|---|---|
| Quantum Project ID: 01005700 | **Total budget:** | **US$ 200,000** |
| Quantum Award ID: (GEF) 1547084<br>Quantum Award ID: (SCCF) 1547085 | Allocated resources: | |
| | • GEF | US$ 137,285 |
| PIMS number: 10370<br>GEF number: 12087 | • SCCF | US$ 62,715 |
| Management Arrangement: *DIM* | | |

AGREED BY

| | | |
|---|---|---|
| Tuya Altangerel | DocuSigned by: Tuya Altangerel 6835C56A2FBF485... | 28-May-2026 |
| UNDP Resident Representative | Signature | *Day/Month/Year* |

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

## TABLE OF CONTENTS

I. Brief Description of the Initiation Plan/GEF PPG ..... 3
II. Stakeholder Engagement, public disclosure, and other requirements ..... 6
III. GEF PPG Activities ..... 7

Component A: Preparatory Technical Studies & Reviews ..... 7
Component B: Formulation of the UNDP-GEF Project Document, CEO Endorsement Request, and Mandatory and Project Specific Annexes ..... 11
Component C: Validation Workshop and Report ..... 14

IV. Total Budget and Work Plan for GEF PPG ..... 15
V. GEF PPG Activities timeframe and budget ..... 17
VI. Mandatory Annexes ..... 17

Annex 1: GEF CEO PIF/PPG Approval Letter ..... 19
Annex 2: Draft Terms of Reference (TORs) of Consultants Financed by the Project Preparatory Grant (GEF PPG) ..... 21

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

# I. BRIEF DESCRIPTION OF THE INITIATION PLAN/GEF PPG

**Objective & Final Outputs**

The objective of the GEF PPG is to develop the Blue-Green Atolls concept (PIF) into a full UNDP/GEF project: *Blue-Green Atolls: Addressing Land Degradation, Groundwater Salinization & Coastal Erosion in RMI via climate-resilient strategies for the Republic of the Marshall Islands (RMI).* The project aims to strengthen climate resilience and prevent land degradation by combining climate-smart water management with ecosystem and land restoration using EbA/NbS and organic waste-to-compost approaches. As described in the PIF, this project aims to enhance climate resilience and halt land degradation across RMI's atolls through integrated, climate-smart water management and ecosystem restoration (EbA/NbS and organic-waste-to-compost) that safeguard freshwater lenses, soils, and coasts, while strengthening the enabling environment by addressing fragmented governance, limited capacity, and constrained financing.

By promoting innovative governance instruments, such as enforceable Coastal Area Management Plans, atoll by-laws, and formalized Community Water Committees linked with local SMEs, the project will mainstream resilient water, land, and coastal practices into Environmental Protection Authority (EPA) permitting and sector planning, helping to reverse degradation and improve ecosystem services for atoll communities. It will also establish and operationalize practical learning hubs (e.g., the Majuro Blue-Green Nexus demo) and a national knowledge sharing platform with peer exchanges and on-site demonstration/learning sites to drive adaptive management and replication.

The RMI project will contribute to Kunming–Montreal GBF Targets 2, 7, 8, 11, 12, 14, 20, 22 and UNCCD, while supporting national targets in the National Adaptation Plan (2023), NDC 2031–2035, National Strategic Plan 2020–2030, and Water & Sanitation Policy (2014).

**Theory of Change**

The RMI project is founded on the premise that lasting resilience on atolls depends on strengthening the enabling conditions for climate-smart water, land and coastal management. These conditions include clear governance and policy instruments (e.g., Coastal Area Management Plans embedded in atoll by-laws and EPA permitting), sustainable financing and service models for water management (ring-fenced O&M, contracts with local SMEs, and Community Water Committees), robust data/monitoring and KM systems for adaptive management, and inclusive community participation. If these are put in place in a manner that considers the needs of men and women, youth, senior citizens and vulnerable groups, the project's integrated measures (MAR and hybrid NbS, safe drinking-water upgrades, mangrove/beach restoration, and organic-waste-to-compost for soils) can be sustained beyond the grant protecting freshwater lenses, reducing land degradation, strengthening coastal buffers, and improving water/food security and livelihoods for atoll communities, leaving no one behind.

By integrating resilient water/land/coastal practices into spatial and development planning, strengthening the capacity of Community Water Committees, agencies, and local SMEs, and establishing knowledge-sharing mechanisms (a national KM strategy plus the Majuro Blue-Green Nexus demonstration/learning hub), the project will catalyze systemic shifts in how atoll resources are managed. This will, in turn, advance RMI's NAP (2023), NDC 2031–2035, and NSP 2020–2030, while contributing to global commitments under GBF and the UNCCD.

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

**Project Outcomes and Outputs**

***Component 1: Establishing climate resilient water supply for atoll communities and drought-resilient land management***

Outcome 1: Increased climate resilience of fresh water supply and drought-resistant water and land management for atoll communities.

The below outputs are planned while ensuring equitable access, benefits, and decision-making roles for women, men, youth and PWD in atoll communities:

- Output 1.1. Rain tank outlet and communal tap installed by GCF ACWA project upgraded with point of use filtration & UV/chlorination units to maintain safe potable water under increasing drought- and storm-related contamination risks;
- Output 1.2. Groundwater wells on selected atolls rehabilitated and climate-proofed, including through Managed Aquifer Recharge (MAR) to provide sustainable water supply for people and drought-resilient land management;
- Output 1.3. Decarbonized energy access to potable water is established via solar powered submersible pumps and RO units on 3-4 atolls, eliminating use of diesel fuel;
- Output 1.4. SMEs and Community-based Water Committees are trained and supported to produce, maintain and support climate-smart water management infrastructure and run atoll-wide water resource monitoring system.

***Component 2: Preventing, reducing, and reversing land degradation via EbA/NbS and organic waste-to-compost soil restoration to safeguard soils, freshwater lenses, coasts, and community livelihoods***

Outcome 2: Reduced and reversed land degradation through gender-responsive EbA/NbS, land restoration, and inclusive organic waste-to-compost management, safe-guarding groundwater and productive soils to enhance food and water security for both women and men.

The below outputs are planned to be achieved in a manner that is gender-responsive, inclusive, and enhances sustainable ecosystem and water security for both women and men:

- Output 2.1. Coastal Area Management Plans are developed and enforced for high-risk atolls to reverse land degradation and coastal erosion;
- Output 2.2. Ecosystem restoration initiatives are implemented on-the-ground to increase climate resilience of freshwater resources and communities and reverse land degradation (mangrove, beach, and sand berm restoration and protection);
- Output 2.3. Hybrid Nature-based Solutions (permeable salinity barriers and groundwater recharge swales) are introduced in selected atolls to decrease land degradation and protect freshwater resources;
- Output 2.4. Majuro Blue Green Nexus demonstration site established to showcase climate-smart agriculture model based on renewable energy and resilient freshwater management, providing compost to restore agricultural land;
- Output 2.5. Organic Waste-to-Compost Management Plans developed and piloted on 2-3 atolls to restore soils via composting, decrease use of argro-chemicals, and protect groundwater lenses and ecosystems of high adaptation value.

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

***Component 3: Knowledge Management and Learning scaling up of water management, and land conservation and restoration practices***
Outcome 3: Project's resilient and climate-smart water and land management best practices and gender-inclusive models, which ensure equitable decision-making, benefit-sharing, and leadership roles for both women and men, are replicated and scaled up by other atolls in RMI.

- Output 3.1. Communication and awareness strategy to promote climate-resilient water and land management, EbA for climate adaptation, and soil restoration implemented across RMI;
- Output 3.2. Gender-inclusive best practices and lessons on climate resilient water and land management knowledge sharing across Pacific countries, EbA for climate adaptation, and soil restoration made available for all RMI atolls, and shared regionally and internationally for replication.

***Component 4: Monitoring and Evaluation (M&E)***
Outcome 4. Effective project Adaptive Management based on gender sensitive M&E

- Output 4.1: Participatory and gender sensitive M&E system to measure the project effectiveness and tests the Theory of Change.

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).

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 | 19 Oct 2026 | FSP: within 10 months of PIF approval |
| **First GEF Submission Deadline** for CEO Endorsement | 19 Dec 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.** |

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

| | | |
|---|---|---|
| **CEO Endorsement Deadline** after which the project will be cancelled if not endorsed | 19 June 2027 | 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**

For RMI, the UNDP Pacific Office will lead the project development process and manage the GEF PPG budget, in full consultation with BPPS VF and the Regional Technical Adviser (RTA). The Quantum PPG budget is provided in Section IV: Total Budget and Work Plan.

For RMI, a PPG Working Group will guide the team and review/clear all PPG deliverables to ensure they meet UNDP/GEF requirements and timeline. It will be co-chaired by the RMI Environmental Protection Authority (EPA) (Executing Partner/PSC Chair) and UNDP. Core members will include EPA technical leads; the Office of the Chief Secretary; Climate Change Directorate; MWIU; MNRC; MoHHS; NDMO/WSO; MIMRA; Atoll Councils/MIMA and Community Water Committees; and, as relevant, MAWC and MEC, together with the UNDP RTA/RTS, UNDP North Pacific RCC team, and the PPG Team (Team Leader + experts).

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

## 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

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

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.

a) **Desktop and field-based studies and data collection**

This research should produce the background information required to prepare the ProDoc (including its Annexes) and CEO Endorsement Request, including but not limited to the following:

- Development challenge and strategy (including threats, problems, and barrier assessment);
- Review of national policy and legislative frameworks;
- 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
- Any other analyses required to address all comments on the PIF received from GEF Secretariat, GEF Council members, and STAP.

b) **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 across all 4 Project Outcomes. The analysis will be conducted by a dedicated Gender Specialist and will inform the development of a Gender Equality and Social Inclusion (GESI) Action Plan, gender-responsive indicators in the Results Framework, and integration of gender considerations across project components particularly at the Output Results level. See the guidance available here.

c) **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.

During the PPG phase, the Social and Environmental Standards (SES) specialist will update the SESP screening and prepare an Environmental and Social Management Framework (ESMF). The ESMF will establish procedures for site-specific screening and determine whether Environmental and Social Impact Assessments (ESIAs) and/or Environmental and Social Management Plans (ESMPs) will be required during project implementation.

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

Strategic Environmental and Social Assessment (SESA) will only be considered if project preparation identifies significant policy or strategic planning impacts requiring such analysis. 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 assessment(s) have been completed; the required management plan(s) have been prepared, and the plan(s) have been publicly disclosed and approved by the Project Board.

d) **Identification of project sites**

Based on the above reviews and stakeholder consultations, the RMI project will focus interventions across **priority atolls** to balance representativeness, urgency, and institutional readiness, while remaining aligned with the national scope of **24 inhabited atolls** defined in the concept. Targeted demonstration sites and their lead interventions are:

- Coastal Area Management Plans (CAMPs): **Majuro, Kwajalein (Ebeye), Jaluit, Namdrik, Arno, Kili.**
- Well climate-proofing & MAR-ready rehabilitation: **Ailinglaplap, Jabat, Namdrik, Ebon, Kili, Jaluit, Mili, Arno, Majuro.**
- Hybrid NbS (permeable salinity barriers, recharge swales) pilots: **Wotje, Utrik.**
- Solar pumps + medium-scale RO (decarbonized potable water) on hydro-limited atolls: **Wotho, Mejit, Likiep, Ailuk.**
- EbA activities are planned for **Jaluit, Namdrik, Arno and Kili**
- Organic waste-to-compost pilots for soil restoration: **Majuro, Kwajalein (Ebeye), Jaluit.**

These focal sites sit within the broader project area enabling replication and scale-up across RMI.

**Site Selection Rationale**

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

- Ecosystem & Service Significance: Sites include mangroves, beaches/berms, reefs, and fragile freshwater lenses that deliver critical ecosystem services (natural coastal defense, groundwater protection, food security);
- Threats & Urgency: Evidence of salinization, drought stress, coastal erosion, and water-quality risks - conditions documented across the 24 inhabited atolls, with recent drought/king-tide impacts;
- Institutional Readiness & Alignment: Presence of EPA and atoll councils, plus synergies with ongoing partners/projects (e.g., ACWA/GCF, ADB, JICA) to accelerate implementation and O&M through local SMEs;
- Social Inclusion Potential: Strong engagement pathways with customary landowners (irooj/alap/dri-jerbal), women's and youth organizations (WUTMI, Jo-Jikum), and Community Water Committees for co-management and equitable benefit sharing;
- Knowledge & Scaling Potential: Sites span different atoll typologies to generate replicable models; a Majuro Blue-Green Nexus hub and a KM strategy will package lessons for roll-out to all atolls and the wider Pacific;

During the PPG, these sites will be validated and spatially profiled: we will compile geographic coordinates, high-resolution maps, and shapefiles for the ProDoc Annexes, alongside baseline ecological and socio-economic data for M&E.

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

e) **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 of the Republic of the Marshall Islands (RMI) to significantly support the costs associated with project execution (i.e., PMC). See Section IV: Total Budget and Work Plan and the RMI PIF co-financing table.

f) **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.

g) **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:

- 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 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

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

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

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.

h) **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**
   - Conduct a gender-inclusive assessment of household water access/uses (rainwater, wells, RO), reliance on freshwater lenses/coastal resources, analyse gender-differentiated roles in main livelihoods, customary tenure/access (irooj/alap/dri-jerbal), and evaluate the equitable representation of women/men in existing Community Water Committees/initiatives in target atolls and their respective influence in water-related decision-making and initiatives.
   - Use findings to design socially inclusive measures and benefit-sharing (with sex/age-disaggregated baselines for women, youth, and vulnerable groups).

2. **Institutional and Stakeholder Capacity Assessment**
   - Analyze mandates, capacities, and coordination among RMI EPA, Atoll Councils/MIMA, customary institutions (irooj/alap/dri-jerbal), national agencies (MWIU, MNRC, MoHHS, NDMO/WSO, MIMRA), utilities (MWSC/KAJUR), Community Water Committees, and local SMEs.

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

- Use results to design targeted capacity-building, clarify roles for co-management (e.g., CAMPs embedded in by-laws/EPA permitting), and define O&M/service arrangements to sustain outcomes.

3. **Vulnerability and Climate Risk Assessments**
   - Evaluate exposure/sensitivity of atoll ecosystems and communities with emphasis on freshwater lenses and coastal zones (mangroves, reefs, beaches/berms)to drought, salinization, sea-level rise/king tides, erosion, and storm surge; map adaptive capacity (infrastructure, governance/O&M, early warning, livelihoods).
   - Use findings to strengthen climate-resilience design and prioritize EbA/NbS (e.g., MAR-ready well rehab, permeable salinity barriers, recharge swales, mangrove/beach restoration), ensuring site selection, standards, and monitoring meaningfully involve and benefit women and marginalized groups, and are informed by sex-disaggregated data.

4. **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.

5. **Assessment of Water Supply Options & Siting (Component 1):**
   • Assessment of candidate wells for rehabilitation/MAR, rainwater + POU, and solar-RO options, including siting criteria, minimum technical standards, and RO/PV/storage sizing.
   • Analysis of O&M/service model implications (utilities/CWCs/SMEs), indicative life-cycle costs (CAPEX/OPEX), and baseline monitoring needs (salinity, water quality, RO output), with a shortlist + maps/specs.

6. **Assessment of NbS & Compost Feasibility (Component 2)**
   • Assessment of priority sites for mangrove/beach/berm restoration and hybrid NbS (permeable salinity barriers, recharge swales), including screening criteria and preliminary design/standards.
   • Analysis of organic waste-to-compost pilots (feedstock, siting, leachate/runoff control, product quality/end-use), plus O&M/service models, indicative life-cycle costs, and monitoring indicators for Component 2.

## 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.

a) **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');

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

- 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.

b) **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 across all components particularly and including activities, during project implementation. The Gender Action Plan must include core indicators, targets, activities, timeframe, responsible party, and budget allocations, which are linked to the project's components/outputs, outcomes, and activities. As part of preparing the Gender Action Plan, indicators will be proposed for inclusion in the Results Framework to facilitate the systematic monitoring of the proposed gender mainstreaming actions throughout project implementation.

See the guidance available here.

c) **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 reviewed and updated during the PPG phase. 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 and updated SESP screening 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, transparency and accountability.

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

1. **Environmental and Social Management Framework (ESMF)**: will cover site-specific risks from well rehab/MAR, rainwater/point-of-use upgrades, solar-RO, compost facilities, and coastal NbS/restoration. The ESMF will establish procedures for site screening and determine when site-

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specific ESIAs and/or ESMPs are required during project implementation. It will ensure biodiversity and water-quality safeguards, community health & safety, waste management, gender/FPIC-aligned engagement, and clear monitoring, O&M, and disclosure.

2. **Stakeholder Engagement Plan (SEP)**: will ensures inclusive, continuous engagement of atoll communities via Atoll Councils/MIMA, customary leaders (irooj/alap/dri-jerbal), women's & youth groups (e.g., WUTMI, Jo-Jikum), Community Water Committees, local SMEs, utilities, and line agencies. The SEP will define structured consultation processes, information disclosure procedures, and a project-level Grievance Redress Mechanism (GRM) consistent with UNDP SES requirements. Participation will be centered in decisions related to Coastal Area Management Plans (CAMPs), siting and design of MAR/NbS and water infrastructure, and benefit-sharing and O&M arrangements. Consultation processes will apply culturally appropriate approaches and bilingual materials (Marshallese/English), ensuring accessibility and meaningful participation of all stakeholder groups.
3. **Gender Equality and Social Inclusion (GESI) Analysis and Action Plan**– Ensures that project interventions are inclusive and equitable for women, youth, persons with disabilities, and vulnerable households across target atolls. Applies FPIC, culturally appropriate engagement, and Marshallese/English materials; sets sex- and age-disaggregated GESI targets; and commits to meaningful participation and leadership in CWCs/SMEs, equitable benefit-sharing, safer/time-saving water access, and targeted capacity development and jobs.
4. **Water Options & Siting Assessment (Component 1):**
   Shortlist of priority sites with maps and siting rationale (wells rehab/MAR, rainwater+POU, solar-RO); Preliminary technical standards & sizing sheets (RO/PV/storage; method statements/typicals); O&M/service model note (utilities/CWCs/SMEs roles, spares/consumables); Life-cycle costing brief (CAPEX/OPEX, replacement cycles). The assessment will also support SES screening of proposed sites to ensure environmental and social risks are adequately considered in site selection and desig. Baseline monitoring plan (salinity/water quality/RO output) and inputs to ProDoc/M&E (GEF-8 CIs).
5. **NbS & Compost/Restoration Feasibility Assessment (Component 2**):
   Shortlist of priority NbS/compost sites with maps and screening criteria (mangrove/berm, salinity barriers, recharge swales; compost pilots); Preliminary design/standards pack for NbS and compost systems (method statements, typical details/specs); O&M/service model note (councils/CWCs/SMEs roles; logistics for inputs/outputs); Life-cycle costing brief (CAPEX/OPEX, replacement/maintenance); Monitoring framework (indicators for restoration/compost quality & uptake) and inputs to ProDoc/M&E (GEF-8 CIs).

These documents will be developed during the PPG phase to inform project design and implementation arrangements, integrated into annual work plans, reviewed regularly, and aligned with RMI laws and regulations. They will be co-designed with EPA (RMI Environmental Protection Authority) and relevant atoll authorities/stakeholders to ensure ownership, compliance, and sustainability.

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

d) **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. LDCF/SCCF projects will use the CCA Results Framework worksheet.

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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.

e) **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.

A GEF OFP endorsement letter will also be required for any new participating countries to a global or regional program/project not included in the PIF/PFD submission.

Updated GEF OFP endorsements letters are also required if the requested GEF grant amount has changed since PIF/PFD approval.

f) **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
- Multi-Year Work Plan with budget
- Monitoring Plan
- UNDP Risk Register
- Overview of Technical Consultancies and TORs
- GEF 8 and SCCF 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.

g) **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:** | 01005700 | **Project Title:** | PIMS-10370-PPG_Blue-Green Atolls-UNDP-FJI-01005700 |
| **Quantum Award ID:** | 1547084 | **Award Title:** | PIMS-10370-PPG_Blue-Green Atolls_GEF |
| **Quantum Award ID:** | 1547085 | **Award Title:** | PIMS-10370-PPG_Blue-Green Atolls_SCCF |
| **Business Unit:** | UNDP-FIJI | | |
| **PIMS number:** | 10370 | | |
| **Implementing Partner:** | UNDP | | |

| GEF Outcome/Quantum Activity | Responsible Party | Fund ID | Donor Name | Quantum Budgetary Account Code | QUANTUM Budget Description | Amount US$ | Budget 2026 US$ | Budget Notes |
|---|---|---|---|---|---|---|---|---|
| **Project preparation grant to finalize the UNDP-GEF project document for project: *Blue-Green Atolls: Addressing Land Degradation, Groundwater Salinization & Coastal Erosion in RMI via climate-resilient strategies*** | **UNDP** | **62000** | **GEF TRUSTEE** | 71200 | International Consultants | 49,285 | 49,285 | 1 |
| | | | | 71300 | Local Consultants | 24,500 | 24,500 | 2 |
| | | | | 71400 | Contractual Services - Individual | 10,000 | 10,000 | 3 |
| | | | | 71600 | Travel | 36,040 | 36,040 | 4 |
| | | | | 74200 | Audio Visual & Print Prod Costs | 2,000 | 2,000 | 5 |
| | | | | 75700 | Trainings, workshops | 7,521 | 7,521 | 6 |
| | | | | 74100 | Professional services | 7,939 | 7,939 | 7 |
| | | | | | **Sub-TOTAL GEF** | **137,285** | **137,285** | |
| | **UNDP** | **62180** | **SCCF** | 71200 | International Consultants | 62,715 | 62,715 | 1 |
| | | | | | **Sub-Total SCCF** | **62,715** | **62,715** | - |
| | | | | | **Project Total** | **200,000** | **200,000** | - |

| Budget Note No. | Budget Note |
|---|---|
| 1 | **International consultants will be recruited for the assignment as follows:**<br>1. **Project Development Specialist – Team Leader for Project Development (GEF PPG Team Leader):** @US$ 750/day for 70 days = US$ 52,500 (contract duration till December 2026). |

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| | |
|---|---|
| | 2. **SES Specialist**: @US$ 700/day for 30 days = US$ 21,000 (contract duration till December 2026).<br>3. **Specialist on climate resilient water supply and drought-resilient land management (Component 1)**:@US$ 700/day for 25 days = US$ 17,500 (contract duration till December 2026).<br>4. **Coastal NBS and Soil Restoration Specialist (Component 2):** @US$ 700/day for 30 days = US$ 21,000 (contract duration till December 2026).<br><br>**Total: US$ 112,000** |
| 2 | **National consultants will be recruited for the following assignment:**<br>1. Gender Equality and Social Inclusion (GESI) Specialist: @US$ 350/day for 20 days = US$ 7,000 (contract duration till December 2026).<br>2. Expert on Stakeholder Engagement: @US$ 350/day for 50 days = US$ 17,500 (contract duration till December 2026).<br><br>**Total: US$ 24,500** |
| 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. Estimated proforma cost is $19,000 per annum.<br><br>**Total: US$ 10,000 (estimated 6 months)** |
| 4 | **Travel to potential project sites for baseline development and stakeholder consultation**<br>1. **Team leader (IC): international and local travel expenses:** Travel: @US$ 3,000 *2 international trips = US$ 6,000 + US$ 900 local return flight to Enewetak + US$ 100 local boat travel between atolls = US$1000; per diem: US$200*15 days = US$3,000; Terminal expenses: US$30 * 8 (2 trips)= US$240; Iinsurance: US$ 400 (2 trips); total of 10,640;<br><br>2. **ICs * 3 persons: international and local travel expenses:** Travel: @US$ 3,000 * 3 persons = US$ 9,000 + US$ 900 local return flights to Enewetak * 3 persons = US$ 2,700 + US$100 local boat travel between atolls * 3 persons = US$300; per diem: US$ 200*10 days*3 persons = US$6,000; Terminal expenses: US$30 * 4 * 3 persons = US$360; Insurance: US$ 200*3 persons = US$ 600; total of US$ 18,960;<br><br>3. **NCs: local travel expenses:** Travel: @US$ 900 local return flight to Enewetak * 2 persons = US$1800 + $100 local boat travel between atolls * 2 persons = US$200 ; per diem: US$ 200*10 days*2 persons = US$ 4,000; terminal expenses: US$30 * 4 * 2 persons = US$ 240; Insurance: US$100*2 persons = US$200; total of US$ 6,440;<br><br>**Total: US$ 36,040** |
| 5 | Translation cost (in/fromMarshallese) for related data and information of project baseline.<br><br>**Total: US$ 2,000** |
| 6 | Meetings and workshops at national and project sites which include following indicative events, but not limited to:<br>• Inception Workshop(s) of PPG<br>• Focus group discussions with atoll communities on climate-resilient water supply options, land and coastal restoration and organic waste solutions, related livelihood opportunities, local service/business models, and social marketing approaches to support behaviour change and long-term O&M.<br>• Validation workshop(s)<br><br>**Total: US$ 7,521** |
| 7 | **HACT Micro Assessment for RMI EPA**<br>Professional services: @US$ 7,939 *1 = 7,939 USD |

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## V. GEF PPG ACTIVITIES TIMEFRAME AND BUDGET

**PPG Activity Timeline**

| PPG Activity | Budget $ | Jan26 | Feb26 | Mar26 | Apr26 | May26 | Jun26 | Jul26 | Aug26 | Sep26 | Oct26 | Nov26 | Dec26 | Jan27 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Hiring process of PPG Team | - | | | | | | | | | | | | | |
| Request for ASL | - | | | | | | | | | | | | | |
| Kick-off Meeting (online) | - | | | | | | | | | | | | | |
| Inception Workshop (in country) | 5,000 | | | | | | | | | | | | | |
| **Component A:** Technical studies - field based and desktop reviews including conducting the SESP analysis, gender 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 Gender action plan, SESP informed Risk Register, ESMF and Stakeholder engagement, Risk assessments (HACT/PCAT)) for North Pacific/Pacific Office in Fiji and RTA/RTS review | 132,479 | | | | | | | | | | | | | |
| Negotiate and collect co-financing letters from Governments and potential partners (non-government) | | | | | | | | | | | | | | |
| Project RRF, ToC & TBWP for North Pacific/Pacific Office in Fiji and RTA/RTS review | | | | | | | | | | | | | | |
| Project RRF, ToC & TBWP for HQ internal review | | | | | | | | | | | | | | |
| **Component C:** Validation Workshop | 2,521 | | | | | | | | | | | | | |
| 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 Deadline | | | | | | | | | | | | | 19 Dec 2026 | |

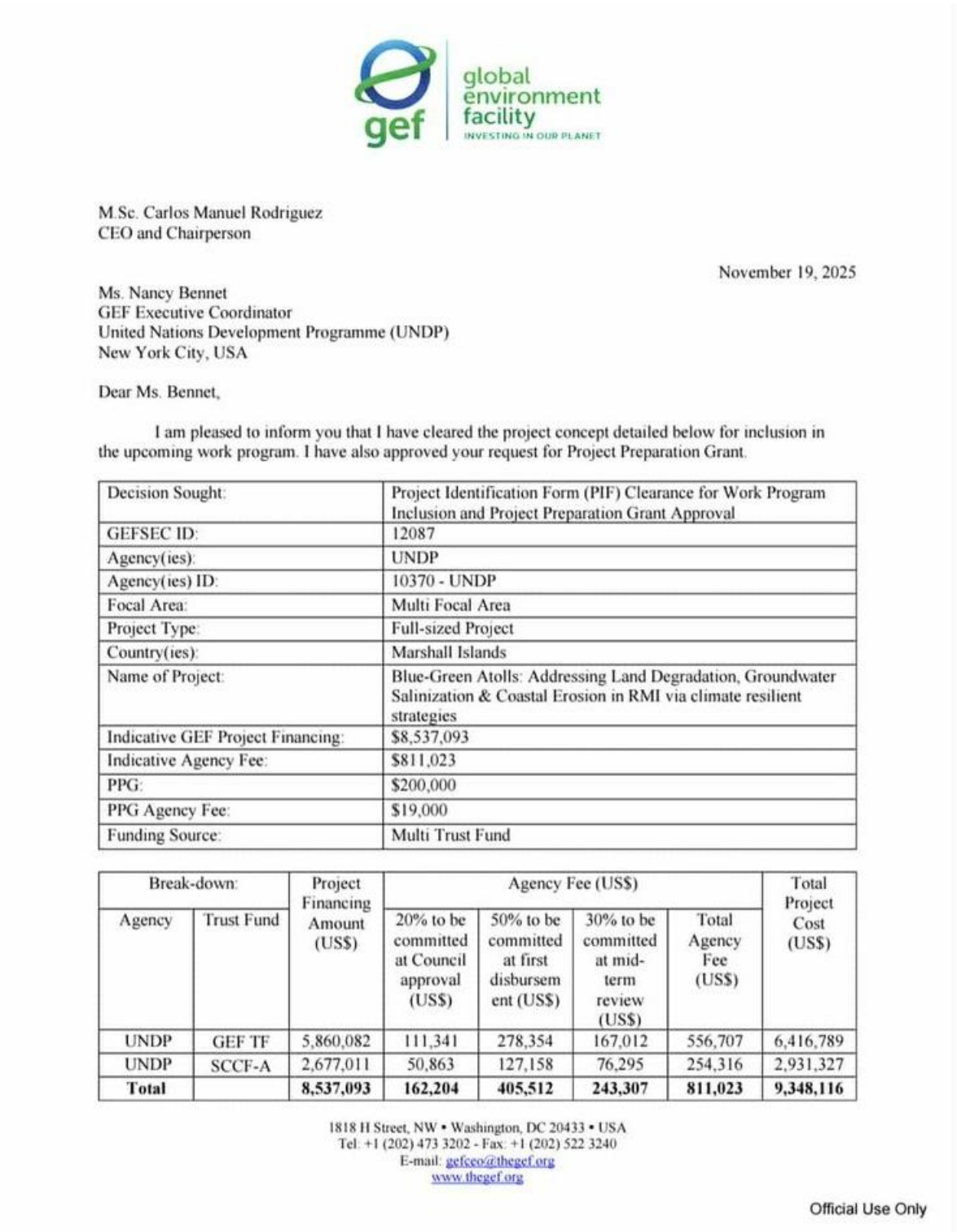
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| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Planned GEF STAP Review | | | | | | | | | | | | | | |
| GEF CEO Endorsement | | | | | | | | | | | | | | 19 Jun 2027 |
| TOTAL | 200,000 | | | | | | | | | | | | | |

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# VI. MANDATORY ANNEXES

## Annex 1: GEF CEO PIF/PPG Approval Letter



M.Sc. Carlos Manuel Rodriguez
CEO and Chairperson

November 19, 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: | 12087 |
| Agency(ies): | UNDP |
| Agency(ies) ID: | 10370 - UNDP |
| Focal Area: | Multi Focal Area |
| Project Type: | Full-sized Project |
| Country(ies): | Marshall Islands |
| Name of Project: | Blue-Green Atolls: Addressing Land Degradation, Groundwater Salinization & Coastal Erosion in RMI via climate resilient strategies |
| Indicative GEF Project Financing: | $8,537,093 |
| Indicative Agency Fee: | $811,023 |
| PPG: | $200,000 |
| PPG Agency Fee: | $19,000 |
| Funding Source: | Multi 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 | 5,860,082 | 111,341 | 278,354 | 167,012 | 556,707 | 6,416,789 |
| UNDP | SCCF-A | 2,677,011 | 50,863 | 127,158 | 76,295 | 254,316 | 2,931,327 |
| **Total** | | **8,537,093** | **162,204** | **405,512** | **243,307** | **811,023** | **9,348,116** |

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Ms. Bennet

| Break-down: | | Project Preparation Grant (US$) | PPG Fee (US$) | Total (US$) |
|---|---|---|---|---|
| Agency | Trust Fund | | | |
| UNDP | GEF TF | 137,285 | 13,042 | 150,327 |
| UNDP | SCCF-A | 62,715 | 5,958 | 68,673 |
| **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 and SCCF focal area strategies and with GEF and SCCF 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 Safeguards (SES) and Gender Specialist
3. Specialist on climate resilient water supply and drought-resilient land management (Component 1)
4. Coastal NBS and Soil Restoration Specialist (Component 2)

National consultants will be recruited for the following assignments:

1. National Expert on Safeguards, Gender and Community Engagement

| Position, Type and Cost | Role, Deliverables and Qualifications |
|---|---|
| **1.Position:** Project Development Specialist – Team Leader for Project Development (GEF PPG Team Leader)<br><br>**Type:** IC – Specialist<br><br>**Daily cost per person:** US$750<br><br>**Number of person day needed:** 70 days<br><br>**Total:** $ 52,500(it does not include travel expenses) | **Role**<br>The PPG Team Leader is responsible for the quality and timely preparation of all PPG outputs, including the finalized UNDP-GEF/SCCF Project Document (ProDoc) and GEF CEO Endorsement Request with all mandatory/project-specific annexes. The Team Leader will coordinate across EPA (principle government artner), proposed Responsible Parties, the GEF Operational Focal Point (OFP), UNDP Pacific Office in the FSM, utilities and local SMEs, and other co-financiers, ensuring alignment with the project's knowledge management (KM) and gender-sensitive M&E arrangements. The Team Leader manages the consultant team and coordinates its work.<br><br>**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.<br><br>1) Management of the GEF PPG Team<br><br>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);<br>b. Establish/maintain reporting lines in close collaboration with the North Pacific Programme Officer and the UNDP Regional Technical Adviser (RTA) for the Pacific (BPPS).<br>**c.** Ensure the PPG process is **participatory, socially inclusive, and gender-responsive, based on extensive stakeholder engagement.**<br>d. Verify that all components are **technically sound, cost-effective, and sufficiently budgeted to the in-country capacity constraints.**<br>e. Ensure programmatic coherence with GEF-8 LD/SCCF priorities and, where relevant, UNDP's Nature Pledge. (No GWP/WCD-IP track for this project.)<br>f. Support development/review/finalization of national and international consultant TORs and recruitment as needed.<br>g. Identify any additional studies required and assign contributions across the team.<br>h. Identify interfaces between priorities/strategic actions and the project strategy (e.g., climate-smart water, MAR, hybrid NbS, CAMPs, composting, service/O&M models).<br>i. Maintain a shared online repository for all PPG documents and keep versions current (including the work plan). |

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| | |
|---|---|
| | j. Populate and maintain 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.<br><br>2) Preparatory Technical Studies and Reviews (Component A): With inputs from the international and national consultants, as detailed in their respective TORs:<br>a. (If requested by UNDP CO/RTA) check alignment with UNDP's Nature Pledge shifts/targets.<br>b. Stocktake baseline/parallel initiatives (Government budgets; partner programs such as GCF/ADB/JICA/others) to maximize institutional, operational, and technical synergies.<br>c. Lead and oversee stakeholder analysis and consultations (incl. utilities/SMEs where relevant), ensuring completeness and inclusivity.<br>d. Prepare the gender analysis and integrate findings into the strategy, Theory of Change (ToC), and Results Framework and multi-year budget.<br>e. The SES specialist will separately update the SESP screening and identify environmental and social risk management measures to be incorporated into the project design.<br>f. Implement action points from SESP pre-screening/PISC and iteratively update the screening during the PPG.<br>g. Conduct partner capacity assessments and early discussions on management arrangements (implementation modality, as well as roles for government counterparts and any Responsible Parties).<br>h. Prepare a project-level Grievance Redress Mechanism (GRM) with the SES specialist.<br>i. Complete any additional studies strictly necessary to finalize the ProDoc and all other final outputs.<br><br>3) Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B): With inputs from the inter(national) consultants, as detailed in their respective TORs, and based on international best practice:<br>a. Support the resolving of comments and address all feedback as necessary until final GEF CEO Endorsement; Develop and present the Theory of Change (problem/solution trees co-created with stakeholders), address STAP and GEF comments, and prepare the Results Framework consistent with UNDP-GEF requirements.<br>b. Develop a detailed M&E Plan and Budget tailored to RMI (no METT): include GEF-8 Core Indicators (CI), sex/age-disaggregated indicators, service/O&M and NbS performance metrics (e.g., well salinity, RO output, MAR/NbS condition), data sources, roles, frequency, and QA/QC.<br>c. Oversee preparation of a Comprehensive, Socially Inclusive, Gender-Responsive Stakeholder Engagement Plan (SEP).<br>d. Oversee preparation of a Gender Equality & Social Inclusion (GESI) Action Plan and budget.<br>e. Update SESP documentation per Component A assessments and ensure required environmental/social management plans (e.g., ESMPs) are developed.<br>f. Ensure appropriate incorporation of the project-level GRM in the ProDoc and annexes (with the SES specialist).<br>g. With the UNDP North Pacific Office, select any needed UNDP IRRF indicators (if applicable).<br>h. Complete the risk register and update SESP documentation per Component A findings.<br>i. Prepare GEF Core Indicators and any required GEF tracking tools, supported by robust, validated data. |

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j. Formulate sections on partnerships, KM and learning, and M&E approach.
k. Prepare the Total Budget & Work Plan (TBWP) and Indicative Procurement Plan; secure agreements on execution/management arrangements (NIM with EPA; roles of any Responsible Parties) in line with UNDP-GEF guidance on execution support. Ensure completion of all required official endorsement letters.
l. Synthesize all analyses/studies/consultations from Components A and B into the draft UNDP-GEF ProDoc, CEO Endorsement Request, OFP Letter of Support for execution services as necessary, and all mandatory/project-specific annexes (using current templates).
m. Support resolution of comments and address all feedback through final CEO Endorsement.

4) Validation Workshop (Component C):
   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) Final Deliverables:
   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);
   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, water resource management, or related field that includes conservation biology
- Minimum 10 years of demonstrable experience in the technical area of biodiversity conservation, ecosystem management, sustainable development, water management, climate adaptation, or closely related area;
- Minimum of 10 years of experience with project development, implementation and/or evaluation, including formulation of conservation and sustainable development projects with capacity development elements;
- Demonstrable experience in leading PPG team and preparing high quality UNDP and GEF project documents;
- Work experience in the Pacific Region 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
- Previous working experience with GEF project agencies, such as UNDP, and familiarity with GEF and UNDP policies, procedures and practices are assets

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| | |
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| | • Sound level of computer proficiency, including use of professional office software packages (Microsoft Office) |
| **2. Position:** Social and Environmental Safeguards (SES) Specialist<br><br>**Type:** IC - Specialist<br><br>**Daily cost per person:** US$700<br><br>**Number of person-day needed:** 30 days<br><br>**Total:** $21,000 (it does not include travel expenses) | **Role** The Social and Environmental Standards (SES) Specialist will support the Team Leader in conducting environmental and social risk screening and assessments in accordance with the UNDP Social and Environmental Standards (SES). The specialist will review and update the SESP screening, identify potential environmental and social risks and opportunities associated with project activities, and support the preparation of safeguards instruments required for project implementation, including the Environmental and Social Management Framework (ESMF) and any necessary management plans. The SES Specialist will also define appropriate mitigation and management measures to avoid or minimize adverse impacts and ensure that project design and implementation are aligned with UNDP SES principles of sustainability, inclusivity, transparency, and accountability.<br><br>**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.<br><br>a. Review the safeguards pre-screening of the project concept;<br>b. Prepare/update the SESP (risk screening and categorization) in line with UNDP SES.<br>c. Prepare the ESMF and any stand-alone management plans needed (e.g. SEP, GESI Action Plan, GRM) based on PPG findings; The ESMF shall include a structured screening and mitigation framework for potential livelihood impacts arising from ecosystem restoration or temporary or permanent access restrictions, consistent with the mitigation hierarchy under UNDP SES.<br>d. Support the National Safeguards, Gender and Community Engagement Specialist to prepare the GESI Analysis and Action Plan (activities, targets, roles, budget, indicators);<br>e. Support the National Safeguards, Gender and Community Engagement Specialist to prepare the Stakeholder Engagement Plan (SEP), including a project-level GRM, ensuring FPIC-aligned, culturally appropriate, bilingual engagement; The SEP shall include a clear protocol for engagement with customary landowners and traditional governance structures, and define how FPIC principles will be operationalized in site selection and ecosystem restoration activities.<br>f. Compile the baseline analysis (safeguards- and gender-relevant social data) for inclusion in the ESMF/ProDoc;<br>g. Develop and maintain the Risk Register and its monitoring plan, ensuring consistency across SESP, ESMF and the ProDoc M&E. Ensure that all mitigation measures identified in the SESP and ESMF are reflected in the ProDoc budget and M&E framework, with clear assignment of responsibilities and monitoring timelines.<br>i. Contribute to the Inception and Validation Workshops.<br><br>1) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>:<br>a. Prepare inputs and support the development of final PPG deliverables, as agreed with the GEF PPG Team Leader.<br>b. Support the GEF PPG Team Leader in ensuring the programmatic coherence and contribution of this project to the entire GEF-8 Wildlife Conservation for Development – Integrated Programme (WCD -IP)<br><br>2) <u>Validation Workshop (Component C)</u>:<br>a. Contribute to the validation workshop; and<br>b. Support all necessary revisions that arise during the workshop, as appropriate. |

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| | c. Contribute to the workshop reports in the context of the technical area<br>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.<br><br>3) <u>Final Deliverables</u>:<br>a. Environmental and Social Management Framework (ESMF) outlining the steps that will be followed during the Project Inception Phase, namely the completion of an Environmental Social Impact Assessment (ESIA), and standalone plans as required, including budgets.<br>b. SESP screening report<br>c. Project Risk Register<br><br>**Qualifications**<br>• Master's or higher degree in environmental science, natural resources management or a closely related field;<br>• At least 8 years of relevant experience in environment and social safeguards, environmental management, and policy development and implementation;<br>• Proven track record of supporting, advising and collaborating with government institutions in developing countries on environmental and social safeguards, climate change and sustainable development<br>• 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<br>• Experience in working in the Pacific Region would be an advantage<br>• Knowledge of UNDP, GEF or similar internationally funded projects is an asset<br>• Excellent analytical, writing, advocacy, presentation, and communication skills in English. |
| **3.Position:** Gender Equality and Social Inclusion (GESI) Specialist<br><br>**Type:** National Consultant (NC) - Expert<br><br>**Daily cost per person:** US$ 350<br><br>**Number of person-day needed:** 20 days<br><br>**Total:** US$ 7,000 (it does not include travel expenses) | **Role:** The National Gender Equality and Social Inclusion (GESI) Specialist will support the GEF PPG Team Leader and the Social and Environmental Standards (SES) Specialist in ensuring that gender equality and social inclusion considerations are effectively integrated into project preparation and design. The consultant will be a gender and social inclusion expert with in-depth experience in gender analysis, gender mainstreaming, and inclusive development, with a strong understanding of the national and local socio-cultural context.<br>**Responsibilities and Deliverables**<br><br>**1. Preparatory Technical Studies and Reviews (Component A)**<br>Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader and the International Environmental Safeguards (SES) including:<br><br>a. Review the safeguards and gender, and social inclusion aspects of the project concept and provide contextual inputs on gender roles, participation, and potential inclusion risks and opportunities at national and local levels. Provide inputs and support to the International SES Specialist during the preparation and updating the UNDP Social and Environmental Screening Procedure (SESP), including consolidation of evidence on environmental and social risks.<br>b. Provide input and support the International SES Specialist in preparing the UNDP Social and Environmental Screening Procedure (SESP), and support the detailed assessment of all project risks;<br>c. Prepare the GESI analysis and Gender Action Plan and work closely with the International SES Specialist and the GEF PPG Team Leader to ensure the findings are meaningfully integrated into the project's strategy, theory of change, SESP, and results framework particularly gender mainstreamed activities and factor in gender in activity budgeting; |

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| | d. Support the completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs as guided by the GEF PPG Team Leader.<br>e. ToRs development for related outputs to be implemented at the full-size project implementation.<br>f. Contribute to the Inception and Validation Workshops.<br><br>**2. Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B) In coordination with the International SES and Gender Specialist:**<br>a. Provide inputs for completing the SESP, based on assessments undertaken during Component A and detailed development of project interventions, and identify management measures to mitigate risks to be incorporated into the ProDoc;<br>b. Prepare the Gender Action Plan, with appropriate budget and identification of appropriate project interventions to ensure gender mainstreaming including at project demonstration sites;<br>c. Using the findings from the gender analysis, provide inputs to the project's results framework and theory of change;<br>d. Support the agreements on project management arrangements and ensure that gender and safeguards are adequately incorporated into these arrangements.<br>e. Support the GEF PPG Team Leader in ensuring the programmatic coherence and contribution of this project to the entire GEF-8 Wildlife Conservation for Development – Integrated Programme (WCD -IP).<br>f. Keep specific logs/notes and provide inputs to the ProDoc in relation to gender and safeguards.<br><br>**3. Validation Workshop (Component C)**<br>a. Contribute to the validation workshop; and<br>b. Support all necessary revisions that arise during the workshop, as appropriate.<br>c. Contribute to the workshop reports in the context of the technical area.<br>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.<br><br>**Final Deliverables**<br>a. Finalized technical Input to the ESMF,<br>b. Finalized technical input to the Social and Environmental Screening Procedure (SESP) document,<br>c. Gender Equality and Social Inclusion (GESI) Analysis and Action Plan applying, setting sex- and age-disaggregated GESI targets;<br>d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the GEF PPG Team Leader.<br><br>**Qualifications**<br>• Master's degree or higher in a relevant field, such as gender studies, gender and development, women and environment, or women and sustainable development;<br>• Minimum 7 years of demonstrable experience in the technical area of gender mainstreaming, community development, and social and environmental safeguards risk assessment and mitigation;<br>• 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; |

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| | • Prior experience in the safeguards assessments and processes of international organizations and donors, such as World Bank, UNDP, etc;<br>• Demonstrated understanding of the links between sustainable development, social and gender issues;<br>• Demonstrated experience working on policy and programmatic issues with national and local governments and civil society organizations including community organizations;<br>• Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, protection of cultural heritage, and/or community engagement is highly desired;<br>• Experience with project development and results-based management methodologies is highly desired;<br>• Excellent analytical, writing, advocacy, presentation, and communications skills are required; and<br>• Excellent written and oral communication skills in English and fluency in Marshallese. |
| **4. Position:** National Expert on Stakeholder Engagement<br><br>**Type:** National Consultant (NC) - Expert<br>**Daily cost per person:** US$ 350<br><br>**Number of person-day needed:** 50 days<br><br>**Total:** US$ 17,500 (it does not include travel expenses) | **Role:** The National Stakeholder Engagement Specialist will support the GEF PPG Team Leader in planning, coordinating, and documenting stakeholder engagement, as well as being the Team Leader's point of contact for coordination, communication, and data collection with RMI stakeholders during the PPG, and will work in close coordination with the International Environmental Safeguards (SES) and Gender Specialist to ensure that stakeholder engagement outputs meet UNDP SES and project requirements, as appropriate. The consultant will be a stakeholder engagement expert with in-depth experience in stakeholder mapping, consultation planning and documentation, expectedly with good understanding of the national and local context.<br><br>**Responsibilities and Deliverables:**<br><br>**Preparatory Technical Studies and Reviews (Component A)**<br>Prepare inputs and support the required analyses/processes, as agreed with the GEF PPG Team Leader and the International Environmental Safeguards (SES) and Gender Specialist, including:<br><br>a. Review stakeholder engagement requirements for the project concept and provide site/context inputs.<br>b. Support stakeholder mapping and stakeholder analysis for the project (identification of stakeholder groups, interests, influence, and engagement needs), and provide inputs for integration into project design.<br>c. Support the preparation/updating of the Stakeholder Engagement Plan (SEP), including defining engagement objectives, methods, sequencing, documentation approach, and resourcing needs.<br>d. Plan and support the implementation of stakeholder consultations during the PPG phase, including preparation of consultation materials and tools, coordination of logistics as needed, and documentation of outcomes.<br>e. Consolidate evidence from consultations (notes/minutes, participant lists, and key feedback) to support project development and annexes.<br>f. Support the development of a project-level grievance redress mechanism (GRM) approach and documentation for inclusion in the SEP and relevant project documentation.<br>g. ToRs development for related outputs to be implemented at the full-size project implementation.<br>h. Organise and contribute substantively to the Inception ad Validation Workshops.<br><br>**Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B) In coordination with the GEF PPG Team Leader and the International SES and Gender Specialist:** |

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| | a. Finalize the Stakeholder Engagement Plan (SEP) based on assessments undertaken during Component A and detailed development of project interventions, and provide inputs for incorporation into the ProDoc;<br>b. Prepare the Stakeholder Consultation Report reflecting all meetings with stakeholders during the PPG, their comments, and list of consultation participants for the project development;<br>c. Provide inputs to the project's results framework and theory of change to reflect stakeholder engagement processes, feedback loops, and participation where relevant;<br>d. Support the agreements on project management arrangements and ensure that stakeholder engagement and the GRM are adequately incorporated into these arrangements.<br>e. Support the GEF PPG Team Leader in ensuring the programmatic coherence and contribution of this project to the entire GEF-8 Wildlife Conservation for Development – Integrated Programme (WCD -IP).<br>f. Keep specific logs/notes and provide inputs to the ProDoc in relation to stakeholder engagement, consultations, information disclosure, and inclusion.<br><br>**Validation Workshop (Component C)**<br>a. Contribute to the validation workshop; and<br>b. Support all necessary revisions that arise during the workshop, as appropriate.<br>c. Contribute to the workshop reports in the context of the technical area.<br>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.<br><br>**Final Deliverables:**<br>a. Finalized Stakeholder Engagement Plan (SEP),<br>b. Finalized technical inputs to the project-level GRM approach/description for inclusion in relevant documentation,<br>c. Stakeholder Consultation Report reflecting all meetings with stakeholders during the PPG, their comments, and list of consultation participants for the project development;<br>d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the GEF PPG Team Leader.<br><br>**Qualifications:**<br>• Master's degree or higher in a relevant field, such as social sciences, development studies, public policy, communications, natural resource governance, or related;<br>• Minimum 7 years of demonstrable experience in the technical area of stakeholder engagement, consultation planning and facilitation support, and preparation of stakeholder engagement plans and consultation documentation;<br>• Demonstrated experience carrying out stakeholder mapping and stakeholder analysis and developing stakeholder engagement plans (including documentation approaches and engagement schedules);<br>• Prior experience with stakeholder engagement requirements and processes of international organizations and donors, such as UNDP, World Bank, GEF, etc;<br>• Demonstrated understanding of the links between sustainable development, social inclusion, and stakeholder participation;<br>• Demonstrated experience working on policy and programmatic issues with national and local governments and civil society organizations;<br>• Experience designing and/or operationalizing grievance redress mechanisms (GRM) is highly desired; |

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| | • Experience with project development and results-based management methodologies is highly desired;<br>• Excellent analytical, writing, facilitation, presentation, and communications skills are required; and<br>• • Excellent written and oral communication skills in English and fluency in Marshallese. |
| **5.Position:** Specialist on climate resilient water supply and drought-resilient land management (Component 1)<br><br>**Type:** International Consultant (IC) - Specialist<br><br>**Daily cost per person:** US$ 700<br><br>**Number of person-day needed:** 25 days<br><br>**Total:** US$ 17,500 (it does not include travel expenses) | **Role:** The Specialist on Climate Resilient Water Supply & Drought Resilient Land Management (Component 1) will support the GEF PPG Team Leader and process in developing mandatory annexes and technical inputs for rainwater outlet upgrades (with POU treatment), well rehabilitation/MAR, and solar-powered pumps/RO, including site-selection criteria, standards/designs, O&M/service models (CWCs/SMEs), life-cycle costing, and M&E indicators, ensuring alignment with RMI policy, EPA/utility requirements, and GEF-8 CC-LD/SCCF results.<br><br>**Responsibilities and Deliverables**<br>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:<br>a. Reviewing existing governance, regulatory and technical frameworks for water supply, groundwater/wells, coastal management (incl. CAMPs), and small works permitting; compiling applicable national standards and good-practice references.<br>b. Identifying and engaging key stakeholders for Component 1 (EPA, atoll authorities, utilities, CWCs/SMEs) to capture operational realities, roles, and capacity gaps relevant to design and O&M.<br>c. Defining site-selection criteria and leading the screening/mapping of priority sites for: (i) rainwater outlet upgrades with POU treatment, (ii) well rehabilitation and MAR readiness, and (iii) solar-powered pumps/RO on water-scarce atolls.<br>d. Preparing technical feasibility notes and preliminary designs/standards (method statements, typical drawings/specs) for rainwater/POU, well rehab/MAR options, and solar-RO (incl. PV sizing, storage/interface, raw-water/pretreatment).<br>e. Designing O&M/service models (roles of utilities/CWCs/SMEs), spare-parts and consumables logistics, and minimum service levels; proposing ring-fenced O&M and basic tariff/fee options where applicable.<br>f. Conducting life-cycle costing/economics for prioritized options (CAPEX/OPEX, replacement cycles) to inform budgeting, procurement planning, and co-financing/investment mobilized.<br>g. Leading drought and water-balance analysis (demand projections, resilience thresholds, contingency supply) and recommending triggers/SOPs aligned with national/atoll drought plans.<br>h. Establishing water-quality and salinity baseline/monitoring protocols (sampling points/frequency, QA/QC, indicators) for wells, rainwater systems, and RO output.<br>i. Providing technical inputs to safeguards: contributions to the ESMF/ESMP(s) for C1 works (construction EHS, community H&S, legacy contamination/UXO screening pathways, waste/chemical management, noise/traffic controls).<br>j. Assessing institutional capacity needs (EPA, utilities, SMEs, CWCs) and drafting a targeted training/SOP package (installation, O&M, monitoring, basic troubleshooting).<br>k. Drafting procurement-ready outlines: performance specs, and acceptance/testing criteria for pilot works and equipment.<br>l. Providing inputs to GEF-8 Core Indicators and the project M&E plan for Component 1 (e.g., wells rehabilitated, salinity reduction, RO production, people with safer water access, hectares under improved practices linked to NbS/MAR).<br>m. Contributing technical content for formulation of project Outputs under Component1.<br>n. Participating in thematic workshops (Inception and Validation Workshops) as necessary.<br>o. Supporting necessary revisions arising from workshops and stakeholder feedback. |

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| | p. Contributing to workshop reports and technical annex notes for Component 1.<br>q. Assisting the PPG Team Leader to address UNDP and GEF review comments specific to Component 1, ensuring responses are comprehensive and reflected across the ProDoc/annexes.<br><br>**Final Deliverables:**<br>a. Finalized technical input for the baseline analysis of governance/regulatory frameworks for atoll water supply, groundwater/wells, and CAMPs/permitting, for incorporation into the ESMF/ProDoc.<br>b. Site-selection criteria and screening outputs (maps/tables) for rainwater outlet upgrades with POU treatment, well rehabilitation/MAR, and solar-powered pumps/RO on priority atolls.<br>c. Technical recommendations and preliminary standards/designs (method statements, typical drawings/specs) for rainwater/POU, well rehab/MAR options, and solar-RO (incl. PV sizing, pretreatment, acceptance/testing).<br>d. O&M/service model and life-cycle costing note detailing roles of utilities/CWCs/SMEs, spares/consumables logistics, ring-fenced O&M provisions, and indicative CAPEX/OPEX.<br>e. Monitoring protocols for water quality/salinity and RO production (sampling points/frequency, QA/QC, indicators) and drought SOP triggers aligned with national/atoll plans.<br>f. Technical contributions to the ProDoc and required Annexes (Component 1 sections, ESMF inputs, CI/M&E entries, and procurement-ready outlines/BoQs as applicable).<br><br>**Qualifications:**<br>• Bachelor's degree or equivalent in civil/environmental engineering, water resources/hydrology, hydrogeology, coastal/environmental planning, or related field.<br>• Three years of relevant experience in small-island/atoll water supply and drought-resilient land management (e.g., rainwater systems with POU treatment, well rehabilitation/MAR, solar-powered pumps/RO).<br>• Having skills in site assessments and basic diagnostics (e.g., groundwater/salinity testing, pumping tests), PV/RO sizing and pretreatment, and O&M planning is considered.<br>• Having knowledge of water-safety planning, drought risk assessment tools, and applicable regulatory standards (e.g., permitting/CAMPs) would be valuable.<br>• Demonstrate capacity to write quality technical reports and deliver presentations for general audiences and policy makers.<br>• Good command of English, both writing and speaking.<br>• Ability to present ideas, findings, and recommendations effectively using PowerPoint and other tools. |
| **6.Position:** Coastal NBS and Soil Restoration Specialist (Component 2)<br><br>**Type:** International Consultant (IC) - Specialist<br><br>**Daily cost per person:** US$ 700 | **Role:** Supports the GEF PPG Team Leader by leading technical inputs and mandatory annex content for Component 2: coastal/terrestrial EbA/NbS (e.g., mangrove and beach/berm restoration, permeable salinity barriers, recharge swales) and organic waste-to-compost systems for soil rehabilitation. Ensures clear site-selection criteria, standards/design notes, O&M/service models (CWCs/SMEs), life-cycle costing, monitoring indicators, and alignment with CAMPs, RMI policy, and GEF-8 LD/SCCF results.<br><br>**Responsibilities and Deliverables**<br><br>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including: |

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

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| **Number of person-day needed:** 30 days<br><br>**Total:** US$ 21,000 (it does not include travel expenses) | a. Reviewing governance, regulatory and technical frameworks for coastal/land management (CAMPs), waste/composting, and small-works permitting; compiling applicable national standards and good-practice references.<br>b. Identifying and engaging key stakeholders for Component 2 (EPA, atoll authorities, CWCs/SMEs, utilities, community groups) to capture roles, capacity gaps, and operational needs for restoration and compost systems.<br>c. Defining site-selection criteria and leading the screening/mapping of priority sites for: (i) mangrove and beach/berm restoration, (ii) hybrid NbS (e.g., permeable salinity barriers, recharge swales), and (iii) atoll organic waste-to-compost pilots.<br>d. Preparing technical feasibility notes and preliminary standards/designs (method statements, typical sections/specs) for NbS measures and compost systems (feedstock assessment, processing flow, quality parameters, end-use on soils/green spaces).<br>e. Designing O&M/service models (roles of councils/CWCs/SMEs), logistics for inputs/outputs, and basic operating protocols (e.g., run-off/leachate control, vector management, housekeeping).<br>b. Conducting life-cycle costing/economics (CAPEX/OPEX, replacement cycles) to inform budgeting, procurement planning, and co-financing/investment mobilized for Component 2.<br>c. Establishing monitoring protocols and indicators for Component 2 (e.g., linear meters/hectares restored, shoreline stability hotspots, plant survival/cover, soil organic matter, compost quality/uptake).<br>d. Contributing Component 2 entries to GEF-8 Core Indicators, to the project M&E plan (including methods, frequency, QA/QC, roles), and project Outputs.<br>e. Drafting procurement-ready outlines for pilots (performance specs, acceptance/testing criteria) consistent with standards and CAMPs requirements.<br>f. Participating in thematic workshops (Inception and Validation Workshops) as necessary and supporting technical revisions that arise.<br>g. Contributing to workshop reports and concise annex notes for Component 2.<br>h. Assisting the PPG Team Leader to address GEF/UNDP review comments specific to Component 2, ensuring responses are reflected across the ProDoc and annexes.<br><br>**Final Deliverables**:<br>a. Baseline analysis on human–environment dimensions of atoll land degradation and waste-to-compost systems (governance, practices, incentives), with implications for CAMPs.<br>b. Specific suggestions for community-based EbA/NbS and waste-to-compost technique adoption, including pathways to sustain O&M and scale-up.<br>c. Field study of priority sites: degradation drivers, shoreline/soil condition, feasible NbS options (mangrove/berm, salinity barriers, recharge swales) and compost value-chain assessment.<br>d. Briefing notes for policymakers on standards, siting criteria, and quick-win measures for Component 2.<br>e. Recommendations for the project Results Framework, including GEF-8 Core Indicators and gender/GESI integration for Component 2 outputs and outcomes.<br>f. Technical contributions to the ProDoc and required Annexes (Component 2 sections, ESMF inputs, KM/M&E entries, and procurement-ready outlines as applicable).<br><br>**Qualifications**:<br>• Bachelor's degree in environmental/land management, natural resources, coastal/environmental planning, agroecology/soil science, waste/compost management, or relevant field. |

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| | • Three years' experience in EbA/NbS or land-degradation work on small islands/atolls (e.g., mangrove or beach/berm restoration, hybrid NbS such as salinity barriers/recharge swales, organic waste-to-compost systems), or equivalent applied experience.<br>• Field-level research experience.<br>• Advanced skills in participatory assessments (community consultations, site mapping/ground-truthing) and preparation of practical guidance/standards.<br>• Understanding of gender perspectives in household/community decisions on land use, waste/compost adoption, and maintenance of NbS.<br>• Demonstrate capacity to write quality technical reports and deliver presentations for general audiences and policy makers.<br>• Good command of English, both writing and speaking.<br>• Ability to present ideas, findings, and recommendations effectively using PowerPoint and other tools. |
| **7.Position:** Project Associate<br><br>**Type:** National Personnel Service Agreement (NPSA) 6<br><br>**Effective working days: estimated 6 months**<br><br>**Total:** US$ 10,000 | **Role:**<br><br>The Project Associate will work under supervision of Programme Manager for Natural Resource Management (NRM) Cluster and Technical Analyst for Natural Resource Management (NRM) Cluster<br><br>**Responsibilities and Deliverables**<br><br>The project associate will be responsible for following tasks:<br><br>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.<br>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.<br>c. Support the administration, managing contracts of PPG team, and Purchase Orders.<br>d. Support PPG Team in monitoring, updating, and sharing information on progress of deliverables on quarterly basis.<br>e. Contribute to the preparation of regular reports on procurement and contract management.<br>f. File each type of contracts separately based on contract modality (PO, INC, and IC).<br>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).<br>h. Collect and update existing project database related to Project Preparation Grant (PPG) process of the GEF LEVERAGE project.<br>i. Conduct desk review for updating project stakeholder analysis and their roles in project implementation.<br>j. Support project administration including drafting letters, invitation letters and other correspondence needs with project partners and tracking the response.<br>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.<br>l. Support PPG closure of the project.<br><br>**Qualifications:**<br>• Secondary education is required, or |

Docusign Envelope ID: 3FD2DA2C-2B7B-8927-80DA-4C095E8C79DA

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| | • University Degree in Business Administration, Public Administration, or equivalent field will be given due consideration, but it is not a requirement.<br>• 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.<br>• 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.<br>• Experience in preparation of financial reports and overviews<br>• Knowledge of monitoring and evaluation tools<br>• Knowledge of project management processes<br>• Knowledge of procurement procedures of national / international organizations<br>• Fluency in the UN language of the duty station is required.<br>• Fluency in the national language of the duty station is required for local personnel |