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Initiation Plan / GEF PPG

Project Title: Enhancing Biodiversity Conservation in Ancestral Domains Management in the Philippines

Country: Philippines

Country Programme Outcome: By 2028, all people benefit from just transition to low-carbon, climate-resilient development, sustainable management of environment, natural resources and biodiversity and strengthened resilience to disasters and natural hazards. (Country Programme Development, 2024-2028).

Gender Marker rating: *GEN 2*

SES Pre-Screening Categorization: *Moderate*

Quantum Project ID: 01005836 Quantum Award ID: 1547078 PIMS number: 10351 Management Arrangement: *DIM*	**Total budget:**	**US$ 71,600.00**
	Allocated resources:	
	• GEF	US$ **50,000.00**
	• Government	US$
	• UNDP (parallel)	**US$ 21,600.00**

AGREED BY

Signed by: 8D5B0F4CB80E452...

27-Apr-2026

Day/Month/Year

Christophe Bahuet *UNDP Resident Representative*[1]	Signature	Date

[1] Edit as necessary. Include other Agency as necessary.

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I. BRIEF DESCRIPTION OF THE INITIATION PLAN/GEF PPG

Objective & Final Outputs

The objective of the GEF PPG is to develop the project concept into a full project: Enhancing Biodiversity Conservation in Ancestral Domains Management in the Philippines. As described in the project concept (PIF/child project concept note), this project aims to reverse biodiversity loss in ancestral domains by demonstrating that traditional stewardship practices can generate economically competitive returns and habitat protection while preserving indigenous rights and cultural systems in Ifugao province.

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

- PIF cleared for WP inclusion or GEF Council approved PIF (PFD and child project concept note for projects that are part of a program)
- 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	*30 Sep 2026*	MSP: within 6 months of PIF approval
First GEF Submission Deadline for CEO Endorsement	*30 Nov 2026*	MSP: must be within 8 months of PIF approval **Failure to submit a ProDoc and CEO ER to the GEF Sec by this date will lead to the automatic cancellation of the project by the GEF Sec.**
CEO Endorsement Deadline after which the project will be cancelled if not endorsed	*30 Mar 2027*	MSP: must be within 12 months of PIF approval. **If the project has not been CEO endorsed by the deadline, it will be automatically cancelled by the GEF Sec.**

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Management Arrangements

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

As appropriate, a Working Group will guide the GEF PPG team and review and endorse the GEF PPG deliverables. The Working Group is responsible for ensuring that the deliverables outlined in this GEF PPG are completed on time and in line with UNDP and GEF requirements. The National Commission on Indigenous Peoples (NCIP) will chair the Working Group. Working Group members will include the following:

1. Biodiversity Management Bureau (BMB), Department of Environment and Natural Resources (DENR)
2. Department of Interior and Local Government (DILG)
3. Department of Agriculture (DA)
4. Department of Tourism
5. Department of Trade and Industry (DTI)
6. Department of Economy, Planning, and Development (DEPDev)
7. UNDP Country Office – Climate Action Programme Team

Moreover, the following Offices which are key decision-makers for the four local government units in Ifugao will be fully involved during stakeholder consultations:

- Provincial Government of Ifugao
- Local Government Unit, Munipality of Kiangan, Ifugao
- Local Government Unit, Municipality of Tinoc, Ifugao
- Local Government Unit, Municipality of Mayoyao, Ifugao

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

1. International GEF Project Development Specialist (GEF PPG Team Leader)
2. National Social and Environment Safeguards Specialist

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.

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

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

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

See the SES Supplemental Guidance on Disclosure for more information.

III. GEF PPG ACTIVITIES

Component A: Preparatory Technical Studies & Reviews

The following technical studies and reviews will be conducted.

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.

Technical studies and reviews to be undertaken supporting the project outcomes are discussed below.

- Analysis of international and national biodiversity frameworks, relevant policy documents such as the Philippine Development Plan and the IPRA Law, and local land-use plans, such as ADSDPP, CLUPs, FLUPs, the LCCAP, and DRRMPs, in the project sites.
- Analysis of the project sites, stakeholders and development recommendations for the three project sites (Kiangan, Tinoc, and Mayoyao), including:
  - biophysical conditions
  - analysis of institutional challenges

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  - description of the socio-economic dynamics including of the production system including from a gender and IPLC perspective and to identify specific roles, responsibilities, and constraints.
  - outline targeted measures to support different groups, as appropriate, for example in relation to plowing, planting, or harvesting activities, including where these tasks are predominantly carried out by Indigenous women or how to retain indigenous youth or promote intergenerational knowledge exchange;
  - Assessment of Indigenous knowledge, skills, and practices (IKSPs), including land tenure arrangements and governance mechanisms, related to rice terrace management, environmental stewardship, and agricultural inputs, as well as of Indigenous Knowledge Systems and Practices (IKSP) related to biodiversity conservation and monitoring systems.
  - Review of organic certification systems and existing heirloom rice value chains and identify opportunities for private-sector partnerships.
  - Assessment of ongoing ecotourism activities and recommend strategies to strengthen their economic contribution while ensuring they support, rather than threaten, biodiversity and rice terrace preservation
  - Evidence-based market feasibility assessments and business case development for potential revenue streams—such as heritage rice value chains, ecotourism, carbon sequestration, payment for ecosystem services, and biodiversity-friendly alternative livelihoods.
  - private sector engagement plan to ensure that business partnerships advance biodiversity objectives while respecting ADSDPPs and IPBSAP commitments
  - Review of existing or potential Indigenous monitoring and evaluation system that empowers IPLCs to generate and own evidence of both economic gains and conservation impacts, ensuring alignment with IPBSAP implementation.
- NCIP capacity assessments using the UNDP Capacity Development Scorecard, designing targeted training programs on biodiversity conservation, economic analysis, and sustainable market integration.
- Identification of gender-sensitive knowledge products that offer practical, step-by-step guidance—including business models, financial projections, and market-entry strategies—that other Indigenous communities can easily adapt with minimal external support.

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. 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 *Moderate* and highlighted potential safeguards risks to be further assessed during the PPG phase.

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The project design and SESP will be further informed by a preliminary social and environmental assessment conducted during the PPG. This assessment will be integral to the field-based studies and data collection activities listed above. For example, the preliminary assessment would include a review of national policy and legislative framework to identify relevant environmental and social safeguards per national requirements, in relation to UNDP's SES. The preliminary assessment will include prepare socio-economic and physical profiles of the target sites and field studies to understand local livelihoods, socio-economic conditions, gender equality, poverty and vulnerability. These assessments will inform the project's development challenge and strategy ensuring relevant environmental and social contextual risks and issues are considered, including climate change and disaster risks. The assessment will include early consideration of environmental and social risks related to all project components, including and particularly potential demonstration sites/sub-projects. This will include identification of potentially affected indigenous peoples. The preliminary environmental and social assessment will therefore directly inform the project design, including budget, and will be initiated early in the PPG phase. The assessment will identify ways to integrate environmental and social sustainability and avoid negative impacts through the project's design, where possible. If risk avoidance is not possible, mitigation and management measures must be identified and incorporated into the project. The preliminary assessment will also clarify the scope of further environmental and social assessments and management plans that may be necessary during the project design phase (to inform the project's Environmental and Social Management Plan or Framework).

The social and environmental safeguards considerations during the PIF design phase has initially determined the overall risk categorization of this project as *Moderate* and highlighted potential safeguards risks to be further assessed during the PPG phase.

An Environmental and Social Management Framework (including an Indigenous Peoples Planning Framework) will be prepared, to ensure that the required assessments and consultations are carried out during project implementation. The standard templates are available in the 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 through consultation with stakeholders, the targeted project demonstration sites will be identified. The three municipalities (Kiangan, Tinoc and Mayoyao) were chosen as project demonstration sites based on the level of political support, challenges and resources to come up with different models that can potentially demonstrate different sustainable rice terraces management approaches and biodiversity conservation intervention in ancestral domains in the Philippines. This should include providing geographic coordinates, maps and shapefiles for inclusion in the ProDoc.

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

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for grants, loans, and other public investments over in-kind co-financing. The GEF also expects the Government to significantly support the costs associated with project execution (i.e., PMC).

f. Stakeholder analysis

Building on the initial identification of stakeholders in the PIF, an appropriately scaled analysis of project stakeholders will be undertaken and initial consultations with affected local communities and stakeholders will be conducted. 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

a.

b. **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 the most appropriate Implementing Partner and/or 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 all potential Implementing Partners, carry out capacity assessments to assess their capacity to implement the project and assess all related risks. This must include HACT and PCAT assessments[2].
- 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 UNDP Policy on Selecting Responsible Parties). Discuss with the Implementing Partner the role of

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

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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

In addition to the above, for the Private Sector Partners, which are to be involved in the project, including as co-financing partners, UNDP will carry out Due Diligence reviews to ensure that the good standing of these partners is verified.

Related to the project demonstration sites, the following additional studies will be carried out during the PPG Phase:

- Climate Screening using the STAP Climate Screening Tool 2 and
- Carbon sequestration calculations using the EX ACT tool.

As detailed in the individual consultant's TOR in Annex 2, and as further specified in the PPG work plan, and subsequent direction from the PPG Team Leader during the course of the PPG period.

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

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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.

c. 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') will be identified;
- Key stakeholder objectives and interests (the 'why') will be described based on consultations conducted and documented during the PPG phase;
- 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.

For fully designed projects with a SESP categorization of Moderate, Substantial, and High:

- 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.

For fully designed projects with a SESP rating of Substantial and High:

- 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.

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

See the guidance available here.

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e. Social and Environmental Standards: Screening and Management Measures

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

Based on SESP findings, a simplified and operational Environmental and Social Management Framework (including an Indigenous Peoples Planning Framework) will be developed to identify the required assessments and management plans that will be prepared during project implementation, as well as required consultations, including FPIC. This will include initiation of FPIC already in PPG phase, where indigenous peoples may be affected. In addition, opportunities to integrate social and environmental assessment and safeguards activities within the project's results and strategy will be identified.

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

f. 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.

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.

g. Completion of the required official endorsement letters

These letters include the official letters on the co-financing guarantee(s) from participating government institutions, 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.

h. 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
- Monitoring Plan
- UNDP Risk Register
- Overview of Technical Consultancies
- GEF 7 Taxonomy
- Initial Project Procurement Plan and TORs for key Project staff

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- Knowledge Management (KM) Approach of the project/program, including a budget, timeline and specific knowledge and learning outputs/deliverables as well as plans to learn from relevant projects, initiatives, evaluations and best practice during project/program implementation, and to explain how the KM Approach will contribute to the project's overall impact. At this stage, the Knowledge Management Approach will include specific details on processes to capture, assess and document and share, in a user-friendly manner, information, lessons, best practices, and expertise generated during implementation; plans for strategic communications; and knowledge outputs to be produced and shared with stakeholders.

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

i. 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.

IV. TOTAL BUDGET AND WORK PLAN FOR GEF PPG

Quantum Project ID:	01005836	**Project Title:**	PIMS-10351 PPG EBC in AD
Quantum Award ID:	1547078	**Award Title:**	PHL_GEF_01005836_ERC in AD
Business Unit:	UNDP-PHL		
PIMS number:	10351		
Implementing Partner:	United Nations Development Programme (UNDP)		

GEF Outcome/Quantum Activity	Responsible Party	Fund ID	Donor Name	Quantum Budgetary Account Code	QUANTUM Budget Description	Amount US$ (2026)	Amount US$ (2027)	Total Amount US$	Budget Notes
Project preparation grant to finalize the UNDP-GEF project document	**UNDP**	**62000**	**GEF TRUSTEE**	71200	International Consultants	**15,180.00**		**15,180.00**	**1**
				71300	Local Consultants	**9,900.00**		**9,900.00**	**2**
				71600	Travel	**7,000.00**	**2,920.00**	**9,920.00**	**3**

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for project Enhancing Biodiversity Conservation in Ancestral Domains Management in the Philippines				75700	Trainings, workshops	**10,000.00**	**5,000.00**	**15,000.00**	**4**
		TBC	**UNDP**	71200	International Consultant	**6,600.00**		**6,600.00**	**5**
				71300	Local Consultants	**15,000.00**		**15,000.00**	**6**
					PROJECT TOTAL	**63,680.00**	**7,920.00**	**GEF 50,000 (UNDP 21,600)**	

Budget Note No.	**Budget Note** *Budget note should detail the use of the use of the budget. For example, outputs/deliverables of the consultants must be clear. Include cost breakdown and calculation basis (e.g., daily fee and number of days/weeks, unit cost and quantity)*
1	International Project Development Specialist (PPG Team Leader) who will be engaged for providing specialized technical support and write the project document (LOE = 23 days; $660/day; Total = $15,180.00)
2	National Social and Environmental Safeguards Specialist for local technical coordination, other technical services, or to supplement the staff capacity of existing national staff (LOE: 33 days @ $300/day; Total = $9,900.00)
3	Travel costs for the national consultants and partners to participate in the site consultations and workshops (Total = $9,920.00)
4	Costs of national inception workshop, national validation workshop, site consultation and stakeholder meetings (including scoping, accommodation, meals);
5	International Project Development Specialist (PPG Team Leader) who will be engaged for providing specialized technical support and write the project document (LOE = 10 days; $660/day; Total = $6,600.00); *UNDP counterpart*
6	Cost of national consultants to be engaged for providing local technical coordination, other technical services, or to supplement the staff capacity of existing national staff *(in-house; UNDP counterpart)* Estimated as: • National Gender and Stakeholder Engagement Specialist (LOE: 25 days @ $300/day; Total = $7,500.00) • National Biodiversity Friendly Agricultural Practice (BDFAP) and Policy Specialist (LOE: 25 days @ $300/day; Total = $7,500.00)

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V. GEF PPG ACTIVITIES TIMEFRAME AND BUDGET

PPG Activity	Month 1 (April 26)	Month 2 (May 26)	Month 3 (June 26)	Month 4 (July 26)	Month 5 (Aug 26)	Month 6 (Sept 26))	Month 7 (Oct 26)	Month 8 (Nov 26)	Month 9 (Dec 26)	Month 10 (Jan 27)	Month 11 (Feb 27)	Month 12 (Mar 27)	Budget (USD)
PPG team recruitment													46,680
PPG inception (including workshop)													5,000
Component A: Technical studies / desktop reviews													9,920
SESP													
ESMF													
IPPF													
Knowledge Management Approach													
Comprehensive Stakeholder Engagement Plan													
Stakeholder Consultation Report													
Gender Analysis and Action Plan													
Policy and Program/project baseline analysis													
PPG mission & site visits													
Component B:													5,000
UNDP Project Document (ProDoc) Main text.													
Total Budget and Work Plan													
Maps and Coordinates (Annex)													
Multi Year Work plan (Annex)													
UNDP Risk Register (Annex)													
TOR for Key Staff and Consultancies (Annex)													

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PPG Activity	Month 1 (April 26)	Month 2 (May 26)	Month 3 (June 26)	Month 4 (July 26)	Month 5 (Aug 26)	Month 6 (Sept 26))	Month 7 (Oct 26)	Month 8 (Nov 26)	Month 9 (Dec 26)	Month 10 (Jan 27)	Month 11 (Feb 27)	Month 12 (Mar 27)	Budget (USD)
Climate Screening (Annex)													
GBFF CEO Endorsement Request													
Component C: Validation Workshop													5,000
Validation Workshop													
Delivery of outputs to RTA and rounds of reviews from the PPG Team													
UNDP-GEF clearance processes							30 Sep 2026						
GEF Secretariat submission deadline								30 Nov 2026					
GEF Review/comments and clearance of full document package submission for GBFF CEO Endorsement								30 Nov 2026					
CEO Endorsement Deadline												30 Mar 2027	

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VI. MANDATORY ANNEXES

Annex 1: GEF CEO PIF/PPG Approval Letter

Claude Gascon
Interim CEO

March 30, 2026

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 approved the PIF for the medium-sized project detailed below. I have also approved your request for project preparation grant:

Decision Sought:	Medium-sized Project (MSP) PIF Approval and PPG Approval
GEFSEC ID:	12144
Agency(ies):	UNDP
Agency ID:	10351 - UNDP
Focal Area:	Biodiversity
Project Type:	Medium-sized Project
Country(ies):	Philippines
Name of Project:	Enhancing Biodiversity Conservation in Ancestral Domains Management in the Philippines
Indicative GEF Project Financing:	$876,251
Indicative Agency Fee:	$83,244
PPG:	$50,000
PPG Agency Fee:	$4,750
Funding Source:	GEF Trust Fund

Break-down:		Project Financing Amount (US$)	Agency Fee (US$)	Total Project Cost (US$)
Agency	Trust Fund		100% to be committed at First Disbursement (US$)	
UNDP	GEF TF	876,251	83,244	959,495
Total		**876,251**	**83,244**	**959,495**

Break-down:	Project Preparation Grant (US$)	PPG Fee (US$)	Total (US$)

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Ms. Bennet

Agency	Trust Fund			
UNDP	GEF TF	50,000	4,750	54,750
Total		**50,000**	**4,750**	**54,750**

This approval is based on the understanding that the project is in conformity with GEF focal area strategies and in line with GEF policies and procedures. Please ensure that your final project document, having fully addressed all Secretariat comments, will be approved within 12 months of CEO approval of the PIF.

Sincerely,

Claude Gascon
Interim Chief Executive Officer

Copy to: Country Operational Focal Point(s), Trustee

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

j.

k. Consultant 1: International Project Development Specialist

Position, Type and Cost	Role, Deliverables and Qualifications
Consultant 1: International Project Development Specialist with experience in biodiversity conservation and indigenous people (GEF PPG Team Leader) **Type:** IC **Cost per person day:** USD 660 **Number of person days needed:** 33	International Project Development Specialist (the PPG Team Leader) will be responsible for quality assurance and timely preparation of all reports and documentation, including the finalized UNDP Project Document and GEF CEO Endorsement Request, with all mandatory and project-specific Annexes and supporting documentation. The PPG Team Lead will be responsible for managing all national consultants on the PPG Team and coordinating the Team's work, as well as providing the necessary technical expertise. The PPG Team Lead will be working closely with the Biodiversity Friendly Agricultural Practice (BDFAP) and Policy Specialist, Social and Environmental Safeguard (SES) Specialist, as well as the Gender and Stakeholder Engagement Specialist in conducting field surveys, consultations and validation workshops for the technical studies and formulation of ProDoc. **Role and Deliverables** 1) Management of the GEF PPG Team a. Define and submit a detailed methodology and work plan for the PPG phase in consultation with the other consultants, with clear delegation of responsibilities for the International Consultant (IC) and National Consultants (NCs); b. Ensure that project development is participatory, aligned with UNDP's SES, gender-responsive and based on extensive stakeholder engagements; and c. Verify and ensure that all project components are technically sound and cost effective. 2) Preparatory Technical Studies and Reviews (Component A): With inputs from the NC, as detailed in their respective TORs: a. Compile baseline/situational analysis for the medium-size project (MSP). This will include a precise definition of baseline projects, activities, budgets, goals and co-financial links to GEF outcomes; definition of GEF incremental value per outcome and output; and presentation of results of the incremental cost-analysis in matrices as appropriate; b. Lead and oversee the stakeholder analysis and consultations, with support from the NCs, and ensure that the analyses are complete and comprehensive, including consultations with Indigenous Peoples, the private sector and tourism associations and bodies; c. Guide the preparation of the gender analysis and ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework; d. Guide the work of the Social and Environmental Safeguard Specialist to ensure action points, including risk assessments, from the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage ("pre-screening") are fully implemented during the PPG, and update that screening in an iterative process throughout the PPG, as appropriate; e. Oversee the identification of the project sites, with documentation of selection criteria and make sure that geo-referenced data and maps are clearly presented both for targeted protected areas and broader landscapes, as applicable; f. Ensure the design of appropriate project knowledge management processes and platforms, ensuring appropriate linkages to existing mechanisms and knowledge sharing in project landscapes; g. Lead and oversee the identification of opportunities for private sector engagement and co-financing;

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	h. Coordinate the preparation of partner capacity assessments and discussions on management arrangements with UNDP CO early in the PPG process; i. Oversee the consultations with partners regarding financial planning; and j. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs (i.e., ADSDPP planning tools, innovative financing mechanism, monitoring and evaluation, organic certification, capacity building interventions, etc.). 3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: With inputs from the NCs, as detailed in their respective TORs, and based on international best practice: a. Develop, present and articulate the project's theory of change; b. Develop the Results Framework in line with UNDP-GEF policy (i.e. SMART Outcome level indicators); c. Develop Logframe of Outputs and Activities, and include Output Indicators (can be shown in Multi-Year Work Plan); d. Develop a detailed Monitoring and Evaluation Plan and Budget; e. Oversee and ensure the preparation of a comprehensive Stakeholder Engagement Plan; f. Oversee and ensure the preparation of a Gender Action Plan and Budget; g. Oversee and ensure the preparation of a CEPA Assessment Plan; h. Oversee and ensure the preparation of a Knowledge Management (KM) Approach i. Oversee and ensure the updating of the SESP based on assessments undertaken during Component A, ensure the development of required environmental and/or social management plan(s) (i.e. ESMF, IPPF) as well as the integration of the related activities, measures and other requirements in the project document, budget and work plan j. Oversee the preparation of the required GEF tracking tools (if required) and GEF Core Indicators and ensure these are supported by robust and validated data; k. Secure all co-financing letters (with support from UNDP CO in the Philippines); l. Prepare the Total Budget and Work Plan (TBWP) and indicative procurement plan (with support from UNDP CO in the Philippines); m. Secure and present agreements on project execution and management arrangements and ensure that the project aligns to UNDP-GEF guidance on UNDP execution support (with support from UNDP CO in the Philippines); n. Ensure the completion of the required official endorsement letters; (with support from UNDP CO in the Philippines); o. Participate in consultations, workshops, meetings etc., provide inputs to management arrangements; and ensure stakeholder needs are integrated into the project's theory of change the project's results framework; p. Synthesize all analyses, studies, etc. that are prepared under Components A and B to produce the UNDP-GEF ProDoc, GEF CEO Endorsement, and all mandatory and project specific Annexes, using the templates. q. Prepare the Knowledge management approach for the project 4) <u>Coordination of the National Consultants together with the National Lead Consultant</u> a. Organization of a Kick-off meeting; b. Drafting an overall Work Plan; c. Guide the work of the other Specialists; and d. Ensure that the PPG Outputs are in line with the requirements and time and budget are well allocated and adhered to 5) <u>Validation Workshop (Component C)</u>:

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	a. Lead the validation workshop to present, discuss and validate the final draft ProDoc and mandatory and project specific annexes, with a special focus on the SESP and any management plans; b. Oversee all necessary revisions that arise during the workshop; and c. Ensure completion of Validation Workshop Report. 6) Final Deliverables: a. Consolidation of all technical and consultation inputs and comments, including from national stakeholders, UNDP, 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, ESMF, IPPF, SEP and GAAP; 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 natural, social, political, environmental sciences and other related fields such as conservation science and environmental economics; • Minimum 10 years of demonstrable experience in the technical area of natural, social, political, environmental sciences and other related fields such as conservation science and environmental economics and in preparing high quality project documents, particularly for UNDP and GEF projects; • Excellent written and oral communication skills in English; • Demonstrated understanding of the GEF rationale and procedures, and demonstrated experience in formulation of GEF-funded project proposals, using the logical framework and the results-based management approaches; • Knowledge of and experience in and integrated natural resource management; and • Experience working with ancestral domains of Indigenous Peoples, biodiversity conservation and biodiversity friendly agriculture highly desired

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m. Consultant 2: National Social and Environmental Safeguard Specialist

Consultant 2: National Social and Environmental Safeguard Specialist **Type:** NC **Cost per person day:** USD 300 **Number of person days needed:** 33	The Social and Environmental Safeguard Specialist for the UNDP-supported, GEF-financed project EBC in AD will work closely with the PPG Team Leader and other national specialists to proactively integrate UNDP's programming principles and SES into project design, to enhance positive social and environmental outcomes and avoid unintended negative impacts. The consultant will coordinate with the Team Leader, Gender and Stakeholder Engagement Specialist, as well as the BDFAP and Policy Specialist to ensure coherence across SES-related workstreams and provide technical guidance to the Stakeholder Engagement Expert as needed. Through desktop analysis, consultations, and field observations, the SES Expert will ensure all SES requirements are met and support that stakeholder engagement findings are meaningfully reflected in the project's strategy, theory of change, results framework, monitoring plan, budget, and initial work plan. The consultant is expected to deliver all outputs outlined in this section. In addition, he/she is expected to maintain regular communication with UNDP's SES team throughout the duration of the assignment, including seeking guidance as needed. This includes, but is not limited to, submitting draft assessments and management plans for the project once substantial progress has been made. These drafts should be shared in a timely manner to allow UNDP's SES Technical Advisor to provide feedback and ensure alignment with UNDP's Social and Environmental Standards. **Role and Deliverables** 1. Preparatory Technical Studies and Reviews (Component A):

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	a. Develop a methodology for SES risk assessment (e.g. criteria, tools and processes) and provide technical guidance to the Gender and Stakeholder Engagement Specialist and others involved in data collection and stakeholder consultations, ensuring alignment with UNDP's SES and guidance notes. b. Complete or review the preliminary Social and Environmental Screening Procedure offline tool to identify SES risks and opportunities for mainstreaming SES into project design and to inform the scope of assessments and consultations required during PPG phase. c. Conduct required assessments (e.g. baseline studies, environmental and social, gender equality and social inclusion, together with the gender and stakeholder engagement specialist/ vulnerability assessments) based on secondary information as well as field studies. d. Prepare an environmental and social baseline, an analysis of the national legal framework relevant to SES and identify any SES capacity gaps of Implementing Partners and national stakeholders, proposing appropriate institutional arrangements, capacity-building needs, and resource allocations to ensure the effective implementation, monitoring, and reporting of SES measures during the project implementation phase. Where full impact assessments are not feasible during PPG phase, develop TORs or scoping notes for implementation-phase assessments and ensure these assessments are incorporated into the ProDoc (including the Total Budget and Work Plan). e. Provide inputs towards project design to enhance positive environmental and social impacts f. Identify risk management measures to be incorporated into the ProDoc (including the Total Budget and Work Plan) and be described in the project's targeted management plans, Environmental and Social Management Framework (ESMF), or Environmental and Social Management Plan (ESMP). g. Provide inputs to the PPG phase Stakeholder Engagement Plan (SEP), developed by the PPG Team Stakeholder Engagement Expert to form part of the PPG workplan and guide consultations during the PPG (including considerations related to indigenous peoples and requirements for FPIC as applicable). Collectively oversee the delivery of this plan and advise the PPG Team on socially inclusive, comprehensive and properly documented stakeholder analysis and consultations. 2. <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):</u> In collaboration with all PPG design team members and the Implementing Partner, and with quality assurance performed by UNDP's SES team: a. Finalize the project's Social and Environmental Screening offline tool which is informed by analyses and consultations undertaken under component A and the nature of the project's activities and interventions, and represents an updated and validated version of the preliminary screening. b. Provide SES-related technical inputs to the project document including the project Theory of Change, Strategy, Results and Partnerships and Project Risk Log. c. Finalize management measures to be incorporated into the ProDoc described in the project's ESMF or ESMP. d. Prepare additional Management Frameworks/Plans—such as, Indigenous Peoples Planning Framework/Plan (IPPF/IPP), as required. e. Provide inputs to ensure that the project document and agreements on project management arrangements adequately incorporate provisions for gender equality and social and environmental safeguards. f. Prepare the project's Grievance Redress Mechanism description, design and operational procedures, using guidance provided in UNDP's SES Toolkit. 3. <u>Inception and Validation Workshop (Component C):</u> a. Contribute to the inception and validation workshops by presenting findings.

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	b. Support all necessary revisions that arise during the workshop, reviews and comments from the UNDP Bangkok Regional Hub and headquarters, and GEF, as appropriate. c. <u>Final Deliverables:</u> a. Finalized and quality assured Social and Environmental Screening Procedure; b. Finalized and quality assured ESMF and relevant annexes, including IPPF and section on the project's Grievance Redress Mechanism; c. Finalized and quality assured Indigenous Peoples Planning Framework; d. Appropriate inputs to the final UNDP-GEF project document, GBFF CEO Endorsement Request based on guidance from the PPG Team Leader. **Qualifications** • Master's degree or higher in a relevant field, such as in community development, project development, or sustainable development, sociology, anthropology or related field; • Minimum 7 years of demonstrable experience in the technical area of community development, and social and environmental safeguards risk assessment and mitigation; • Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, protection of cultural heritage, and/or community engagement is highly desired; • Prior experience in the safeguards assessments and processes of international organizations and donors, such as World Bank, UNDP, etc.; • Demonstrated experience working on policy and programmatic issues with national and local • governments and civil society organizations including community organizations; § Experience with project development and results-based management methodologies is highly desired; • Demonstrated experience in carrying out consultations with Indigenous Peoples, FPIC, • protection of cultural heritage, and/or community engagement is highly desired; • Experience with project development and results-based management methodologies is highly • desired; • Excellent analytical, writing, advocacy, presentation, and communications skills are required; • Experience working with ancestral domains of Indigenous Peoples, biodiversity conservation and biodiversity friendly agriculture highly desired, and • Excellent written and oral communication skills in English and fluency in Filipino/Ilocano.

n. Consultant 3: National Gender and Stakeholder Engagement Specialist

<u>Consultant 3</u>: National Gender and Stakeholder Engagement Specialist **Type:** NC (in-house) **Cost per person day:** USD 300 **Number of person days needed:** 25	The National Stakeholder Engagement and Gender Specialist will work closely with the PPG team to ensure that the project design is socially inclusive and gender responsive. As the gender and social inclusion expert, the consultant must have experience in in-depth gender analysis and local community engagement for the development of mandatory Annexes related to stakeholder engagement and gender inclusion. **Role and Deliverables** 1. Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including: a. Develop the gender equality and social inclusion analysis, together with the National Social and Environmental Safeguard Specialist b. Develop the NCIP capacity assessments using the UNDP Capacity Development Scorecard, designing targeted training programs on biodiversity conservation, economic analysis, and sustainable market integration c. Identification of gender-sensitive knowledge products that offer practical, step-by-step guidance—including business models, financial projections, and market-entry

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	strategies—that other Indigenous communities can easily adapt with minimal external support d. Prepare the gender analysis and action plan and work closely with the GEF PPG Team Leader to ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework; e. Prepare the stakeholder analysis and develop into the comprehensive Stakeholder Engagement Plan, as well as work closely with the GEF PPG Team Leader to ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework 2. Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B): a. Prepare the Gender Analysis and Action Plan (GAAP), with appropriate budget and identification of appropriate project interventions to ensure gender mainstreaming including at project demonstration sites; b. Using the findings from the gender analysis, provide inputs to the project's results framework and theory of change; ensure gender considerations are integrated into the project's theory of change; c. Prepare the Stakeholder Engagement Plan and ensure it is socially Inclusive and gender responsive; d. Support the agreements on project management arrangements and ensure that gender and appropriate stakeholders are adequately incorporated into these arrangements. 3. Inception and Validation Workshop (Component C): a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, reviews and comments from the UNDP Bangkok Regional Hub and headquarters, and GEF, as appropriate. 4. Final Deliverables a. Finalized and quality assured Gender Analysis and Action Plan; b. Finalized and quality assured Stakeholder Engagement Plan; **Qualifications** • An advanced degree (Master's or higher) in gender studies, gender and development, women and environment, women and sustainable development, stakeholder engagement, or a related field; • Minimum of 7 years of proven experience working on gender mainstreaming and stakeholder engagement in development projects; • Demonstrated experience in carrying out participatory gender analysis; experience collecting sex-disaggregated data and formulating gender-responsive indicators, preparing gender-responsive project analysis, and developing gender action plans, with sample works; • Experience carrying out consultations with diverse stakeholders including Indigenous Peoples and local communities, national and local government, and civil society organizations to assess capacity and understanding to integrate environment and gender concerns; • Demonstrated understanding of the links between sustainable development, social and gender issues; • Experience with project development and results-based management methodologies is highly desired; Excellent analytical and communication skills, with the ability to synthesize complex information and present clear recommendations; and • Fluency in Filipino and excellent written and spoken English.

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o. Consultant 4: National Biodiversity Friendly Agricultural Practice (BDFAP) and Policy Specialist

Consultant 4: National Biodiversity Friendly Agricultural Practice (BDFAP) and Policy Specialist **Type:** NC (in-house) **Cost per person day:** USD 300 **Number of person days needed:** 25	**Role and Deliverables** The National Biodiversity-Friendly Agricultural Practice and Policy Specialist will be responsible for assessing and recommending policy improvements to land management practices in the Ifugao rice terraces, incorporating indigenous knowledge, skills and practices (IKSPs), as well as for reviewing financing and incentive mechanisms and eliminating harmful subsidies that lead to unsustainable agricultural practices. 1. Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including: a. Review of international, national and local frameworks and policies related to sustainable land management (SLM) and BDFAP in ancestral domains, including preparation of recommendations on improving enabling environment for sustainable rice terraces management b. Identify appropriate Results Framework indicators and targets related to SLM and BDFAP enabling environment; collect baseline data for the relevant indicators (including the GEF Core Indicators); choose the means of measurement; and define targets, key risks, and assumptions linked to these indicators; c. 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 PPG Team Leader. 2. Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B): a. Provide relevant quality text sections for the ProDoc package (including annexes) on the aspects mentioned above; b. Prepare in consultation with the national consultants and relevant government counterparts, the draft of the supporting activity sets which will enable the achievement of the project outputs; c. Prepare in consultation with the PPG Team Leader, the national consultants and relevant government counterparts, the draft list of consultants and subcontractors needed for the full project and the related TORs; 3. Validation Workshop (Component C): a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, as appropriate. 4. Final Deliverables: a. Analysis of the project sites, stakeholders and development recommendations for the three project sites (Kiangan, Tinoc, and Mayoyao) on the following aspects: (i) biophysical conditions; (ii) analysis of institutional challenges; (iii) description of the socio-economic dynamics in the production system including from a gender and IPLC perspective to identify specific roles, responsibilities, and constraints with inputs from the National Gender and Stakeholder Engagement Specialist; (iv) outline targeted measures to support different groups, as appropriate, for example in relation to plowing, planting, or harvesting activities, including where these tasks are predominantly carried out by Indigenous women, and on how to retain indigenous youth or promote intergenerational knowledge exchange; (v) Assessment of Indigenous knowledge, skills, and practices (IKSPs), including land tenure arrangements and governance mechanisms, related to rice terrace management, environmental stewardship, and agricultural inputs;

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	b. Review of organic certification systems and existing heirloom rice value chains and identify opportunities for private-sector partnerships. c. Assessment of ongoing ecotourism activities and recommend strategies to strengthen their economic contribution while ensuring support, rather than threaten, biodiversity and rice terrace preservation d. Evidence-based market feasibility assessments and business case development for potential revenue streams—such as heritage rice value chains, ecotourism, carbon sequestration, payment for ecosystem services, and biodiversity-friendly alternative livelihoods. e. Private sector engagement plan to ensure that business partnerships advance biodiversity objectives while respecting ADSDPPs and IPBSAP commitments f. Review of existing or potential Indigenous monitoring and evaluation system that empowers IPLCs to generate and own evidence of both economic gains and conservation impacts, ensuring alignment with IPBSAP implementation. g. Mid-term and end-of-project targets for monitoring changes in policies and institutional capacities to be developed by the project; and h. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader **<u>Qualifications</u>** ▪ Master's degree or higher in a relevant field, such as natural sciences, biodiversity conservation or sustainable agriculture. ▪ Minimum 10 years of demonstrable experience in the technical area of sustainable land management, biodiversity friendly agricultural practices, elimination of harmful subsidies and managing biodiversity conservation projects and programs in the country; ▪ Excellent technical writing and communication skills; ▪ Experience in biodiversity management is desired.