



Initiation Plan / GEF PPG

Empowered lives.
Resilient nations.

Project Title: Improved Management Effectiveness of Gashaka-Gumti and Yankari Protected Areas to conserve threatened wildlife species, build a wildlife economy and enhance community benefits

Country: Nigeria

Country Programme Outcome: Outcome 9 (2018-2022): Environmental Sustainability and Food Security: By 2022, Nigeria achieves environmental sustainability, climate resilience and food security through efficient management of its cultural and natural resources.

Gender Marker rating: GEN 2

SESP Pre-Screening Categorization: High

ATLAS Award ID: 00128620	Total budget:	US\$150,000
ATLAS Project/Output ID: 00122564	Allocated resources:	
PIMS number: 6497	• GEF	US\$150,000
Management Arrangement: DIM	• UNDP	US\$30,000

AGREED BY

Mohamed Yahya

UNDP Resident Representative¹


Signature

Day/Month/Year

Date

8th September 2020

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: **Improved Management Effectiveness of Gashaka-Gumti and Yankari Protected Areas to conserve threatened wildlife species, build a wildlife economy and enhance community benefits**. As described in the project concept (PIF/child project concept note), this project aims to improve the management effectiveness of Nigeria's protected area estate and enable the development of a nature-based tourism product that enhances wildlife protection and supports local livelihoods.

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

- Approved Programme Framework Document for the Global Wildlife Program and the Nigeria PIMS child project concept note
- SESP pre-screening (of PIF)
- Comments from GEF Secretariat, Council, STAP
- [Annotated UNDP-GEF Project Document Template](#) and associated guidance included therein (*July 2020 version must be used*)
- [UNDP policies and procedures](#)
- UNDP-GEF guidance notes on GEF project development (which will be provided by the RTA) and
- GEF policies, in particular GEF policies 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 listed in the [Annotated UNDP-GEF Project Document Template](#).
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 UNDP-GEF review and clearance	October 3 2021	16 months after PIF approval (6 months increased due to COVID-19 pandemic)
First GEF Submission Deadline for CEO Endorsement	December 3 2021	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	June 3 2022	If the project has not been CEO endorsed by this date, then it will be automatically cancelled by the GEF Sec.)

Management Arrangements

The UNDP Nigeria Country Office will lead the project development process and manage the GEF PPG budget in full consultation with the BPPS/GEF Technical Adviser. The GEF PPG Atlas 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 Parks Service (with support from UNDP and Department of Tourism) will chair the Working Group. Working Group members will include UNDP Nigeria Country Office, National Parks Service under the Ministry of Environment, Department of Tourism under the Ministry of Information and Culture, Wildlife Conservation Society (WCS), Africa Nature Investors Foundation (ANI), UN World Tourism Organisation and Nigerian Conservation Foundation (NCF).

A professional team of individual consultants will be contracted to undertake the technical work required to prepare the project documentation. This consulting team will comprise the following:

1. International Project Development Specialist (PPG Team Leader)
2. National Wildlife Conservation and Management Specialist (Technical national coordinator for PPG phase and National PPG Team Leader)
3. National Natural Resource Management Policy and Institutional Capacity Development Specialist
4. National Tourism Development Specialist
5. National Natural Resource Livelihoods, Gender and Stakeholder Engagement Specialist
6. International Social and Environmental Safeguards Specialist

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-d below).

Since this project has an overall Social and Environment Screening Procedure (SESP) categorization of **high**, 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 risk projects.
2. The UNDP-GEF project document, SESP and related draft management plans, and other relevant information/documents, will be made available to the public on the UNDP Country Office website or open.undp.org. It is recommended to make these documents available for 30 days in advance of the LPAC meeting for moderate 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:

- 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

The envisaged desktop and field-based technical studies include the following:

- **Technical study 1: Review of the Policy, Institutional and Regulatory Framework for natural resources governance** – to understand the current policy and institutional context and landscape for natural resource governance and management, including as it pertains to wildlife conservation, protected area management, landscape management and citizen participation in and beneficitation from governance and management of natural resources, including in policy and regulatory decision-making processes. Key here will also be to understand the laws, regulations and institutions, including at local, sub-national and national levels for governing access to and control over natural resources and the role and capacities of different stakeholders in shaping policy and regulatory outcomes.
- **Technical study 2: Protected Area Management/Wildlife Conservation/Management and Law Enforcement study** – to understand the current situation with regards to laws and policies for PA management, wildlife law enforcement and anti-poaching, both at the national level and at the site level in Gashaka-Gumti NP and Yankari GR and surrounding landscapes.
- **Technical study 3: Tourism sector study** - to understand the current policy and regulatory framework for the tourism sector, with a particular focus on readiness for wildlife-/nature-based tourism development; assess gaps in policy and regulations and identify entry points for policy and regulatory/sector reforms.

- **Technical study 4: Socio-economic assessment and natural resources utilization study** – to understand the historical and current context and situation (including as shaped by COVID-19 outbreak) around the use of natural resources within and outside of these protected areas, and understand how the local communities interact with these resources, and the institutions and laws governing their access, use and control.

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 guidance available [here](#).

c. Social and Environmental Standards: Screening and Assessments

The social and environmental safeguards pre-screening (pre-SESP) prepared during the PIF design phase has initially determined the overall risk categorization of this project as **High** and highlighted potential safeguard risks to be further assessed during the PPG phase.

An Environmental and Social Management Framework (ESMF) will be prepared, to ensure that the required assessments are carried out during the first phase of project implementation. A standard template for an environmental and social management framework is available here: [ESMF outline](#). The ESMF 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 disclosed and approved by the Project Board.

d. Project sites

The project sites have been identified as Gashak-Gumti National Park and Yankari Game Reserve and the surrounding communal landscapes surrounding these two protected areas. During the PPG, exact geographic coordinates will be mapped, and maps and shapefiles prepared 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 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. This stakeholder analysis will provide the foundation for development of the project's Stakeholder Engagement Plan and will facilitate prioritization of engagement activities with particular stakeholder groups and individuals. 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, and 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 carried out in full consultation with the RTA, UNDP Country Office, Resident Representative (or their Deputy), the relevant government coordinating agency, and the GEF OFP.

UNDP should in general not have a role in project execution as project execution is the primary responsibility of the selected Implementing Partner (see UNDP-GEF Guidance Note for further information). Therefore, an assessment and the selection of the most appropriate Implementing Partner and/or third parties (Responsible Parties) with full capacity to execute the project must be carried out.

Project management arrangements need to be discussed and agreed early in the PPG phase. 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.
- Discuss the level of co-financing the Government and Implementing Partner are able to 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 consultations 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 to be needed, discuss with the UNDP Resident Representative whether the choice of Implementing Partner is the correct choice. If not, select another Implementing Partner, if possible. If that is not an option, explore alternative options for the provision of execution support via Responsible Parties ([see UNDP Policy on Selecting Responsible Parties](#)). Discuss with the Implementing Partner the role of the responsible parties in project execution, and the execution support these parties could provide.
- 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 is to be charged to the GEF project budget, the UNDP support services must be approved by the GEF Secretariat before CEO endorsement.

h. Other required studies

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 (following the annotated UNDP-GEF Project Document available [here](#)), and the GEF CEO Endorsement Request (available [here](#)) will be prepared. See additional guidance notes below.

The GEF PPG Team Leader will be responsible for the consolidation and finalization of 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 (the 'who');
- Key stakeholder objectives and interests (the 'why');
- Steps and actions to achieve meaningful consultation and inclusive participation, including information dissemination and any special measures required to ensure inclusive participation of marginalized disadvantaged groups/individuals the dissemination of information (the 'how');
- Breadth and depth of stakeholder engagement throughout the project cycle, and decisions that need to be made through stakeholder engagement (the 'what');
- Timeline for engagement activities and how they will be sequenced, including information disclosure (the 'when');
- Indicators of stakeholder engagement and monitoring plan;
- Roles and responsibilities for ensuring effective stakeholder engagement through implementation of the Plan; 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.

See the [UNDP SES 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 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 the work 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 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 updated and all risks identified in the SESP will be reflected in the risk table and risk section of the ProDoc.

The ESMF will identify the required management plans that will be prepared during project implementation.

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. The completed [Core Indicators worksheet](#)—with both the original PIF-stage data and the CEO endorsement-stage data—will be annexed to the ProDoc.

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

The Core Indicators will be used in the project's Results Framework, at the Objective level, where appropriate. See the [GEF policy and guidance](#).

e. Completion of the required official endorsement letters

These letters include the official letters on co-financing guarantee(s) from participating government institutions, bilateral development partners, multilateral development partners, NGOs, 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 that was not included with 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
- Monitoring Plan
- UNDP Risk Register
- Overview of Technical Consultancies
- GEF 7 Taxonomy
- Initial Project Team Procurement Plan and TORs for key Project Team staff

Upon a request from the UNDP Regional Technical Adviser 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-7 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 if possible. 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

Atlas Award ID:	00128620
Atlas Project/Output ID:	00122564
Award Title:	Improved Management Effectiveness of Gashaka-Gumti and Yankari Protected Areas to conserve threatened wildlife species, build a wildlife economy and enhance community benefits
Project ID	00122564
Business Unit:	NGA10
Project Title:	Improved Management Effectiveness of Gashaka-Gumti and Yankari Protected Areas to conserve threatened wildlife species, build a wildlife economy and enhance community benefits
PIMS number:	6497
Implementing Partner:	UNDP Nigeria

GEF Outcome/Atlas Activity	Responsible Party	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount US\$	Budget Notes
Project preparation grant to finalize the UNDP-GEF project document for project.	UNDP	62000	GEF TRUSTEE	71200	International Consultants	64,100	A
				71300	Local Consultants	61,500	B
				71600	Travel	18,700	C
				72500	Supplies	200	D
				74500	Miscellaneous Expenses	500	E
				75700	Trainings, workshops	5,000	F
		04000	UNDP	74100	Professional fee	30,000	G
PROJECT TOTAL						180,000	

Budget Note	Items	Total estimated person weeks	Budget US\$	Budget Note
A1	IC 1- International Project Development Specialist (PPG Team Leader)	16	53,600	The is budget is reserved to cover the cost of international consultants, please see the detail in TOR attached below
A2	IC 2 - International Social and Environmental Safeguards Specialist	3	10,500	
B1	NC 1 - National Wildlife Conservation and Management Specialist (Technical national coordinator for PPG phase and National PPG Team Leader)	12	30,000	The is budget is reserved to cover the cost of National consultants, please see the detail in TOR attached below

B2	NC 3 - National Nature-based Tourism Development Specialist	6	10,500	
B3	NC 2 - National Natural Resource Management Policy and Institutional Capacity Development Specialist	4	7,000	
B4	NC 4 - National Natural Resource Livelihoods, Gender and Stakeholder Engagement Specialist	8	14,000	
C	Travel		18,700	Some of the local consultants will be required to travel (if situation permits). There is also possibility for the PPG Team Leader to travel for the Validation Workshop at the end of the PPG.
D	Supplies		200	If a physical workshop is held during the PPG, then this budget will be used for any supplies related to the workshop.
E	Miscellaneous Expenses		500	This budget is reserved to cover the miscellaneous expenses which will incur during the PPG phase such as bank charges etc
F	Trainings, workshops		5000	This budget is reserved to cover the workshop cost (e.g. stakeholder meetings, validation workshop etc)
G	Professional fee		30,000	This budget is reserved to cover the HACT assessment of the IP and other RPs. This budget is from CO TRAC resources.

V. MANDATORY ANNEXES

Annex 1: GEF CEO PIF/PPG Approval Letter



CEO and Chairperson

August 12, 2020

Mr. Pradeep Kurukulasuriya,
GEF Executive Coordinator
United Nations Development Programme
One United Nations Plaza 304 East 45th St. FF Bldg., 10th floor
New York, NY 10017

Dear Kurukulasuriya:

I am pleased to inform you that I have approved your request for project preparation grant for the child project concept detailed below:

Decision Sought:	Project Preparation Grant (PPG) Approval for Full-sized Child Project
GEFSEC ID:	10642
Agency(ies):	UNDP
Agency(ies) ID:	6497
Focal Area:	Biodiversity
Project Type:	Full-sized Child Project
Country(ies):	Nigeria
Name of Child Project:	Improved Management Effectiveness of Gashaka-Gumti and Yankari Protected Areas to conserve threatened wildlife species, build a wildlife economy and enhance community benefits
Name of Program:	Global Wildlife Program
Program ID:	10200
Indicative Child Project Financing:	\$3,519,725
Indicative Agency Fee:	\$316,775
PPG:	\$150,000
PPG Fee:	\$13,500
Funding Source:	GEF Trust Fund

This PPG approval is based on the understanding that it is in conformity with GEF 7 Programming Directions and in line with GEF policies and procedures. Please ensure that: (i) the final child project document incorporates comments from the Secretariat, Council Members, Convention Secretariats and STAP on the PFD that are relevant to the child project; and (ii) the final child project is endorsed/approved by the CEO on or before the program commitment deadline.

Sincerely,

Gustavo Fonseca
Interim Chief Executive Officer and Chairperson

Copy to: Country Operational Focal Point, GEF Agencies, Trustee

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www.thegef.org

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

Position, Type and Cost	Role, Deliverables and Qualifications
Consultant 1: International Project Development Specialist (GEF PPG Team Leader) Type: IC Cost per person week: 3,350 Number of person weeks needed: 16 (80 days)	Role The International Project Development Specialist will be the GEF PPG Team Leader and will be responsible for quality assurance and timely preparation of all reports and documentation, including the finalized UNDP Project Document (ProDoc) and GEF CEO Endorsement Request, with all mandatory and project specific Annexes and supporting documentation. S/he will be responsible for managing all consultants on the GEF PPG Team and coordinating the Team's work. Responsibilities and Deliverables 1) <u>Management of the GEF PPG Team</u> a. Define and submit a detailed methodology and work plan in consultation with the other consultants with clear delegation of responsibilities for the International Consultant (IC) and National Consultants (NCs); b. Identify the explicit deliverables (including templates, formats and content) required from the individual national consultants, as described in the PPG phase work plan; c. Ensure that project development is participatory, gender-responsive and based on extensive stakeholder engagements; and d. Verify and ensure that all project components are technically sound and cost effective. e. Report on PPG progress to the PPG Working Group (WG) 2) <u>Preparatory Technical Studies and Reviews (Component A):</u> With inputs from the national consultants, as detailed in their respective TORs: a. Ensure project development is fully aligned with the Global Wildlife Program, which this project falls under; b. Collate and present information on the baseline/situational analysis for the full-size project (FSP). This will include a precise definition of the baseline project(s), activities, budgets, goals and co-financing links to GEF outcomes in order to make the incremental argument for GEF investment; c. Oversee the stakeholder analysis and consultations (including consultations with the private sector, NGOs and CBOs) to ensure that they are complete and comprehensive; d. Oversee the stakeholder analysis and consultations (including consultations with government, the private sector, NGOs and CBOs), with support from national consultants, and ensure that they are complete and comprehensive including consultations with the private sector and tourism associations and bodies; e. Ensure the preparation of the gender analysis and ensure its findings are meaningfully integrated into the project's strategy, theory of change and results framework; f. 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 that the update that screening in an iterative process throughout the PPG, and as appropriate;

	g. Oversee and guide the further development of project outputs and description of project activities to ensure that they will contribute to the project objective, align with GEF and national priorities, are cost-effective and match the enabling institutional capacities; h. Oversee the identification of the project sites, with documentation of selection criteria and making sure that geo-referenced data and maps are clearly presented both for targeted/protected areas and broader landscapes, as applicable; i. Ensure the design of appropriate project knowledge management processes, ensuring appropriate linkages to existing mechanisms and knowledge sharing platforms; j. Lead and oversee the identification of opportunities for private sector engagement and co-financing; k. Ensure the preparation of partner capacity assessments (PCAT, HACT) and discussions on management arrangements early in the PPG process; l. Oversee the consultations with partners regarding financial planning; and m. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs. 3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u> With inputs from the national consultants, as detailed in their respective TORs, and based on international best practice: a. Develop, present and articulate the project's Theory of Change; b. Develop the Results Framework in line with UNDP policy; c. Develop a detailed Monitoring and Evaluation Plan and Budget; d. Oversee and ensure the preparation of a comprehensive Stakeholder Engagement Plan; e. Oversee and ensure the preparation of a Gender Action Plan and Budget; f. Oversee and ensure the updating of the SESP based on assessments undertaken during Component A, and ensure the development of required environmental and/or social management plan(s) as required; g. Oversee the preparation of the required GEF tracking tools (METT) and GEF Core Indicators and ensure these are supported by robust and validated data; h. Secure all co-financing letters; i. Prepare the indicative procurement plan (with UNDP Nigeria and Implementing Partner support); j. Secure and present agreements on project execution and management arrangements and ensure that the project aligns to UNDP guidance on UNDP execution support; k. Ensure the completion of the required official endorsement letters; and l. Synthesize all analyses, studies, etc. that are prepared under Components A and B to produce the draft UNDP-GEF ProDoc, GEF CEO Endorsement, and all mandatory and project specific Annexes, using the templates.² 4) <u>Validation Workshop (Component C):</u> 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.
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² Please verify with the UNDP RTA that the correct templates are being used.

	5) Final Deliverables: a. Consolidation of all technical and consultation inputs and comments including from national stakeholders, UNDP, GEF Secretariat, World Bank/GWP Program Steering Committee, 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 stand-alone 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 Natural Resources Management, Development Studies, Conservation Science, Zoology, Ecology or similar. ▪ Minimum 10 years of demonstrable experience in the technical area of natural resource management/landscape management and biodiversity conservation and in preparing high quality project documents, particularly for UNDP and GEF projects; ▪ 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 Africa and familiarity with the Nigeria context would be as an added advantage ▪ Experience working in wildlife conservation and/or nature-based tourism related initiatives highly desired. ▪ Excellent written and oral communication skills in English;
Consultant 2: Social and Environmental Safeguards Specialist Type: International Consultant Cost per person-week: US\$3,500 Number of person-weeks needed: 3 weeks (10 days)	The Social and Environmental Safeguards Specialist will work closely with all the national consultants to conduct the necessary assessments to identify potential environmental and social risks, and ways to avoid negative environmental and social impacts where possible, and where risk avoidance is not possible, to identify appropriate mitigation and management measures, in line with the UNDP Social and Environmental Standards. Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including: ▪ Support action points, including risk assessments, from the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage ("pre-screening") and ensure that proposed risk mitigation measures are fully implemented during the PPG; ▪ Determine what management plan(s) are most appropriate (Environmental and Social Management Framework (ESMF) or stand-alone management plan(s), i.e. Livelihood Action Plan and Biodiversity Management Plan); ▪ Assist and/or advise the PPG Team in securing initial FPIC, if required; ▪ Develop the Environment and Social Management Framework (ESMF), in line with UNDP's Guidance Note on Assessment and Management and all other relevant Guidance Notes to guide the preparation of management plans during implementation; ▪ Provide technical advice, guidance and quality assurance to the deliverables of the national consultant on Livelihoods, Gender and Stakeholder Engagement, in line with the UNDP Policy on Social and Environmental Standards;

	▪ Incorporate any comments from UNDP and GEF related to SES; ▪ Update and finalize the SESP, based on the assessments and consultations conducted during the PPG. ▪ <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):</u> Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including: ○ Contribute to the updated the SESP, as needed, based on assessments undertaken under Component A; ○ Prepare the Environmental and Social Management framework (ESMF) for all risks identified as Moderate or High in the SESP; and ○ Support the agreements on project management arrangements. Final Deliverables: ▪ A completed SESP screening Report ▪ An Environmental and Social Management Framework (ESMF) and related guidance for preparation of ESMPs. ▪ UNDP Project Risk Log Qualifications ▪ Master's degree in field related to international development, with specific academic background in natural sciences, engineering, business, sociology, anthropology or related field ▪ At least 10 years of experience related to social and environmental standards and impact assessment in an international development context. ▪ Fluency in English is required. ▪ Familiarity with the UN System, in particular UNDP and UNDP's SES standards ▪ Excellent analytical, writing, advocacy, presentation, and communication skills
Consultant 3: Wildlife Conservation and Management Specialist (also national PPG team leader) Type: NC Cost per person-week: US\$2,500) Number of person-weeks needed: 12 (60 days)	The Wildlife Conservation and Management Specialist will fulfil the <i>de facto</i> role as <u>national team project leader</u> and will act as the national counterpart for the International Project Development Specialist. He/she will be responsible for leading all consultations and studies related to wildlife management, protected area management and wildlife law enforcement. He/she will also lead the Technical study 2: Protected Area Management/Wildlife Conservation/Management and Law Enforcement study and ensure that the findings from this study are well integrated into the project strategy and inform the design of interventions related to this thematic area of work. Responsibilities and Deliverables 1) <u>Management of the PPG team:</u> a. Support the PPG team leader in consultatively developing the detailed PPG work plan; b. Act as the primary contact point for the national PPG consulting team; c. With direct support from the other consultants, collate and standardise the maps prepared by government agencies for incorporation into the project documentation; and d. Support the PPG team leader in verifying and ensuring that all project outputs are technically sound and cost effective. 2) <u>Preparatory Technical Studies and Reviews (Component A):</u> Prepare inputs and support the required analyses/studies, as agreed with the GEF PPG Team Leader, including:

	a. Prepare inputs for the description of the project 'Development Challenge' and 'Strategy' (including protected area management in general and with a specific focus on Gashaka-Gumti National Park (GGNP) and Yankari Game Reserve (YGR), as well as on wildlife law enforcement, specifically to combat poaching and illegal trade in wildlife and wildlife products, as well as human-wildlife conflict in general, in and around protected areas and specifically in the project sites (GGNP and YGR) and propose interventions for addressing human-wildlife conflict. The study will also assess the threats to wildlife, and challenges and barriers to wildlife conservation, PA management and sustainable management and utilisation of wildlife resource in Nigeria. A comprehensive assessment of the baseline situation and current investments will also be carried out to highlight where gaps are and inform the incremental reasoning and justification for GEF investments); b. Contribute to the development of the project's 'Theory of Change'; c. Contribute to the development of a description of all outputs related to wildlife conservation and management, protected area management and wildlife law enforcement, including human-wildlife conflict management - including a description of the problem to be addressed, proposed activities to be funded from GEF grant, proposed implementation modalities for activities, partnership arrangements with complementary initiatives and proposed GEF budget for each output; d. A general screening of the climate risks and their impacts on PA management and wildlife conservation in Nigeria; e. Work closely with the Tourism Development Specialist to contribute to the design of wildlife/nature-based tourism-related interventions and to inform the wider study on tourism sector, specifically on the role of wildlife in the development of the tourism sector; f. Prepare inputs into the development of the 'Project Results Framework' and project 'Monitoring Plan', including proposing the project core indicators and targets and outcome indicators and targets for all components; g. Assist UNDP CO in Nigeria and the PPG team leader in appraising and formulating the most appropriate project implementation and execution modality; h. Assist the PPG team leader in the preparation of the project's 'Total Budget and Work Plan' and 'Multi-Year Work Plan'; i. Assist the PPG team leader in describing the TORs of the 'Technical Consultancies' for the project implementation phase; j. Complete the baseline Management Effectiveness Tracking Tool (METT) for the project-targeted protected areas; and k. Support the preparation 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. 3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u> a. Provide relevant inputs for the ProDoc and GEF CEO ER, as requested by the PPG Team Leader; and b. Review and comment on iterative drafts of the project documentation prepared by the Project Team Leader. 4) <u>Validation Workshop (Component C):</u> a. Contribute to the validation workshop; and b. Support all necessary revisions that arise during the workshop, as appropriate. 5) <u>Final Deliverables:</u>
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	a. Support the Team Leader in gathering all technical and consultation inputs from national and local stakeholders; b. Assist, as required, with completion of the UNDP-GEF ProDoc and GEF CEO Approval Request. Including the description of outputs related to wildlife management and law enforcement and protected area management. c. Concrete guidance on measures already identified in the CN to address barriers and expand on this preliminary analysis by providing suggestions of additional actions that should be implemented and a set of concrete targets and project indicators; d. Inputs to institutional arrangements for project implementation; e. Inputs to communications strategy, including internal knowledge management and external communication plans; f. Inputs to indicators and targets for the results framework; g. Completed METTs (GEF-7 Biodiversity Protected Area tracking tools). h. In summary, all technical reports, technical inputs and mandatory annexures for the final project documentation, as explicitly identified in the project PPG work plan. Qualifications ▪ Master's degree or higher in a relevant field, such as Zoology, Conservation Biology, Veterinary Science (wildlife) or Nature Conservation; ▪ Minimum 10 years of demonstrable experience in the technical area of wildlife conservation and management; ▪ Knowledge and/or good understanding of combating poaching or wildlife crime; ▪ Demonstrated understanding of political, legal and institutional context and priorities for wildlife species conservation and management in Nigeria; ▪ Understanding and familiarity with protected area management in Nigeria, and GGNP and YGR in particular ▪ Experience working with UNDP and/or on GEF projects an advantage; and ▪ Excellent written and oral communication skills in English and fluency in the main language/s spoken in the project sites around GGNP and YGR.
Consultant 4: Nature Based Tourism Development Specialist Type: NC Cost per person-week: US\$1,750) Number of person-weeks needed: 6 (30 days)	The Nature-based Tourism Development Specialist will be responsible for leading on Technical study 3: Tourism sector study to assess the current policy and regulatory framework for the tourism sector, with a particular focus on readiness for wildlife-/nature-based tourism development and analyse the barriers to the development of the sub-sector, identify gaps in policy and regulations as well as opportunities and entry points for policy and regulatory/sector development and reforms. The consultant will review the existing Tourism Policy and existing tourism strategies, master plans, legislation and other relevant document which have an impact on the current and future development of tourism in Nigeria and work close with the other consultants to assess and propose options for site-level interventions at Gashaka-Gumti NP and Yankari GR for development of wildlife-/nature-based tourism activities through public-private partnerships between the local authorities, protected area management authorities, communities and the private sector. Responsibilities and Deliverables: <u>Preparatory Technical Studies and Reviews (Component A):</u> prepare inputs and support the required analyses/studies under Component 2, as agreed with the PPG Team Leader, including: A. Assessment of the tourism sector, with specific focus on development of the wildlife- or nature-based tourism sector/product:

	▪ Identification of the objectives, policies and strategies for the long-term development of the tourism sector in the country (including those related to main sector enablers such as air connectivity, visa openness, safety and security, infrastructure, investment, social inclusiveness and environmental sustainability); ▪ Review of the institutional arrangements in the country for tourism development, management and promotion; ▪ Review of tourism-related legislation and regulations in Nigeria and their application procedures; ▪ Analysis and evaluation of the current nature-based tourism products and services in the country – geographical spread, diversification in types of products and services, overall quality and standards, measures to protect and conserve natural and cultural heritage; spatial planning, etc.; ▪ Analysis and evaluation of existing wildlife-/nature-based tourism infrastructure and superstructure in the country, and especially in the Gashaka-Gumti NP and Yankari GR landscapes; ▪ Analysis and evaluation of the transportation network and connectivity to key landscapes and protected areas, including GGNP and YGR; ▪ Analysis and evaluation of existing marketing trends, profile of visitors, visitor expenditure patterns, annual marketing plans, destination branding and sub-branding, with focus on wildlife-/nature-based tourism segment; ▪ Identification of enterprises opportunities, including the need for an enterprise capacity building and support programmes; ▪ Evaluate the current level of public-private partnership in tourism development, especially wildlife-/nature-based tourism, management and promotion process and scope for enhanced partnership; ▪ Analyze the current and planned investment incentives in the tourism sector in general and in the wildlife-/nature-based tourism sub-sector in particular; ▪ A general assessment of the socio-cultural, environmental and climate risks and economic impacts of tourism development in Nigeria; ▪ Analyze the labour market conditions, tourism manpower planning and requirements in the tourism sector and identify long-term human resource and training needs; and ▪ Review and analyze the involvement, participation and ownership of local communities in the tourism planning and development process including the ways and means to enhance the economic benefits for them. B. Assessment of wildlife-/nature-based tourism development baseline and potential in the Gashaka-Gumti National Park and Yankari Game Reserve and surrounding areas: ▪ With specific reference to the components of work related to developing the wildlife-/nature-based tourism, the consultant will prepare inputs for the baseline/situational analysis for the full-size project (FSP). This will include: (a) 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; (b) Working closely with the consultant responsible for Technical study 2: Protected Area Management/Wildlife Conservation/Management and Law Enforcement study, evaluate the natural, historic, cultural, rural, riverine and other special interest tourism resources of the project sites (i.e. GGNP, YGR and surrounding landscapes) and evaluate existing and potential product development opportunities and formulate recommendations for improvement of tourism attractions and for the design of new products for specific markets: (i) enumerate
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	existing wildlife-based CBNRM or IGA activities/businesses operating in the GGNP and YGR landscapes and the potential for such businesses (detailing type of business—e.g. tour guiding; accommodation establishment, etc; business model—e.g. PPP, JV, sole proprietor, etc.); number of people profitably employed—full-time, part-time, casual; current financial investments (ii) identify and analyse the socio-economic benefits of these interventions at local, regional and national levels; (iii) collate lessons-learned from existing enterprises, with a focus on factors contributing to success/failure; (iv) conduct a rapid market analysis of new opportunities for wildlife-/nature-based enterprises in the two target landscapes (at least one per targeted landscape). <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u> Prepare inputs and support the development of final PPG deliverables, as agreed with the PPG Team Leader, including: ▪ Contribute to the surveys and assessments required to inform the implementation of Component 3 on Learning, Knowledge Management and M&E for Adaptive Management ▪ Contribute to tourism sector-related stakeholder analysis and consultations and ensure that they are complete, comprehensive and gender responsive ▪ Contribute to the gender analysis and action plan on tourism-related issues ▪ Contribute to tourism sector-specific risk assessments and inputs to the UNDP Social and Environmental Screening Procedure (SESP) and support the iterations of that screening in an iterative fashion throughout the PPG, as appropriate <u>Final Deliverables:</u> ▪ Comprehensive Tourism Sector Study/report detailing the current tourism baseline situation in Nigeria, and identifying gaps, barriers and constraints to its development, as well as identifying opportunities and entry points for development of a wildlife-nature-based tourism product, based on the landscapes and natural resources in and around GGNP and YGR and similar areas. The study will also identify and analyse the socio-economic benefits of current landscape level interventions at GGNP and YGR sites—and potential new ones—at local, regional and national levels to build on in the development of a wildlife-/nature-based tourism product. The study will propose clear recommendations for action at landscape levels (i.e. protected area and surrounding landscapes and communities) as well as at policy and regulatory framework levels for development of a wildlife-/nature-based tourism product in Nigeria that the project can support. <u>Qualifications</u> ▪ Master's degree or higher in a relevant field, such as Tourism Development and Management, Tourism, Natural Resource Management, or related fields ▪ Minimum of 10 years of demonstrable experience in the technical area of tourism development planning. Experience is also required in sustainable tourism planning and management of tourism planning projects, CBNRM, nature-based enterprise development, resource economics, or similar ▪ Prior experience carrying out socio-economic assessments and data collection ▪ Prior experience of working as part of a project development team for donor-funded projects ▪ Well-developed capacity to collect, verify and analyse data and present work with a high degree of accuracy and technical quality in a short period of time ▪ Ability and skill to communicate effectively, both verbally and in writing in English
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Consultant 5: Natural Resource Management Policy and Institutional Capacity Development Specialist Type: NC Cost per person-week: US\$1,750) Number of person-weeks needed: 4 (20 days)	The Natural Resource Management Policy and Institutional Capacity Development Specialist will lead on Technical study 1: Review of the Policy, Institutional and Regulatory Framework for natural resources governance to analyse the current policy, regulatory and institutional environment for natural resource governance and management in Nigeria, including as it pertains to wildlife conservation, protected area management, landscape management and citizen participation in and beneficiation from governance and management of natural resources, including in policy and regulatory decision-making processes. Key here will also be to understand the laws, regulations and institutions, including at local, sub-national and national levels for governing access to and control over natural resources and the role and capacities of different stakeholders in shaping policy and regulatory outcomes. Responsibilities and Deliverables: <u>Preparatory Technical Studies and Reviews (Component A):</u> prepare inputs and support the required analyses/studies under Component 2, as agreed with the PPG Team Leader, including: A. Analysis of the baseline situation for natural resources management and conservation ▪ Rapid review of the current national laws, policies and strategies for management, utilisation and conservation of natural resources and their effectiveness in creating an enabling environment for sustainable natural resource management, utilisation and conservation at the national, sub-national and local levels ▪ An analysis of the technical, financial, policy gaps, barriers and disincentives for sustainable management of natural resources, including for community participation and co-management of natural resources and benefit-sharing through public private partnerships ▪ Analysis of the investment gaps for addressing threats to natural resources and for promoting sustainable natural resources management, utilisation and conservation ▪ An analysis of the policy responses to climate risks and climate impacts on natural resources management, utilisation and conservation in Nigeria; B. Analysis of institutional capacities, capacity gaps and needs for capacity strengthening ▪ Capacity assessment of key government institutions mandated with or responsible for natural resources management, at national (federal), state and local (LGA) levels, for planning, monitoring and regulation ▪ Capacity assessment of key non-government (i.e. civil society, academia and scientific community and private sector) institutions to participate and inform/influence decision-making processes on natural resources management, utilisation and conservation C. Recommendations for policy and regulatory reforms and institutional capacity strengthening and development ▪ Recommendations for policy, regulatory and institutional reforms to strengthen natural resources management, sustainable utilisation and conservation ▪ Recommendations for institutional capacity development interventions to be implemented during the project ▪ Recommendation for suitable institutional/ implementation arrangements
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	Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B): Prepare inputs and support the development of final PPG deliverables, as agreed with the PPG Team Leader, including: ▪ Contribute to the surveys and assessments required to inform the implementation of Component 3 on Learning, Knowledge Management and M&E for Adaptive Management ▪ Contribute to project level stakeholder analysis and consultations and ensure that they are complete, comprehensive and gender responsive ▪ Contribute to the gender analysis and action plan ▪ Contribute to risk assessments and inputs to the UNDP Social and Environmental Screening Procedure (SESP) and support the iterations of that screening in an iterative fashion throughout the PPG, as appropriate Qualifications: ▪ Master's degree in Development Studies/ Political Science/Public Administration/ Natural Resource Management/Planning; ▪ Excellent knowledge and minimum 10 years of demonstrable experience in policy development and review and natural resource governance; ▪ Training on gender issues/ gender studies and participatory development theories ▪ Excellent understanding of the dynamics around gender and natural resource management; ▪ Previous work on similar projects; ▪ Good command of English is a requirement; ▪ Fluency in one or more of the local languages spoken in the project regions (GGNP and YGR) is required.
Consultant 6: Livelihoods, Gender and Stakeholder Engagement Specialist Type: National Consultant Cost per person-week: US\$1,750 Number of person-weeks needed: 8 (40 days)	The National Livelihoods, Gender and Stakeholder Engagement Specialist will provide technical expertise and guidance and lead on Technical Study 4: Socio-economic assessment and natural resources utilization. This study will include an assessment/analysis of gender dimensions and stakeholder participation in the management of national resources, including wildlife, in and around protected areas. He/she will conduct consultations to understand local land and natural resource management practices, customs and institutions at the project site levels (i.e. GGNP and YGR and surrounding landscapes) and the outcomes of human-environment outcomes on the livelihoods of local communities and the environment itself. He/She will also analyse the impact of land, forest and ecosystem degradation on men, women and youth and their livelihoods, and how these shape their participation in decision-making process about land use, including for agricultural production, landscape management and wildlife conservation. The assessment will guide the project team to mainstream gender equality and women's and youth empowerment and stakeholder engagement and participation, into project implementation, considering the differences, needs, roles and responsibilities of men, women and youth. The livelihoods, gender and stakeholder assessment will at a minimum utilise the UNDP GEF Guide to Gender Mainstreaming in UNDP Supported GEF Financed Projects for conducting gender analysis and will seek to provide guidance for the project to be gender responsive or gender transformative using the following gender results effectiveness scale as outlined in the UNDP evaluation of gender mainstreaming in UNDP: <i><u>Gender negative:</u> result have a negative outcome that aggravate or reinforce gender inequalities and norms.</i>

	<i>Gender blind: results pay no attention to gender and fail to acknowledge the different needs of men, women, girls and boys, or marginalized populations.</i> <i>Gender targeted: results focus on the number or equity (50/50) of women, men or marginalized populations that targeted.</i> <i>Gender responsive: results address differential needs of men or women and equitable distribution of benefits, resources, status and rights but did not address root causes of inequalities in their lives.</i> <i>Gender transformative: results contribute to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations. The aim is to redefine systems and institutions where inequalities are created and maintained.</i> Guidance should facilitate the mainstreaming of gender equality considerations into the Project Strategy and Result Framework through a process of assessing the implications for women and men of any planned action, in all areas and at all levels. The project strategy should ensure that women's, men's, youth and other marginalised groups' concerns and experiences are an integral dimension of the design, implementation, monitoring and evaluation of projects so that all stakeholders benefit equally from the project interventions. To facilitate the development of an inclusive and gender-transformative project, the expert will at a minimum: • Lead the stakeholder identification (including identification of indigenous groups) and profiling process, by conducting an analysis of existing data on demographic profiles of communities in the project sites and consultations and ensure that these are complete and comprehensive. This process should be informed by a review of the PIF Social and Environmental (SESP) pre-screening report, and the existing UNDP guidance on Social and Environmental Standards and other best practice approaches to stakeholder engagement³ and gender mainstreaming; • Lead and advise on the stakeholder analysis and consultations and ensure that they are complete and comprehensive; • Prepare a Stakeholder Engagement Plan and an Indigenous Peoples' Plan based on the outcomes of the stakeholder analysis and consultations; • Determine the number of men and women, disaggregated by age, in the project site and their roles, responsibilities and priorities in their access, use and utilisation of natural resources, including forests, and other non-timber forest products; • Conduct a participatory analysis of the differentiated impacts of land, forest, water and ecosystem degradation on women and men, disaggregated by age; • Working closely with the Tourism Development expert, evaluate the natural, historic, cultural, rural, riverine and other special interest tourism resources of the project sites and landscapes and make recommendation on existing and potential product development opportunities and formulate recommendations for improvement of tourism attractions and for the design of new products for specific markets; • Conduct a participatory analysis of the local community levels perceptions of climate risks and their impacts on utilization, management and conservation of natural resources such as water, wildlife, forests;
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³ For guidance of 'meaningful stakeholder engagement', see UNDP guidance here: https://info.undp.org/sites/bpps/SES_Toolkit/SitePages/Stakeholder%20Engagement.aspx other guidance available here: <https://publications.iadb.org/bitstream/handle/11319/8454/Meaningful-Stakeholder-Consultation.pdf?sequence=3>

	• Based on the findings, propose a Livelihoods Action Plan for communities in and around protected areas to complement economic activities within the protected areas (e.g. tourism development) that are compatible with conservation outcomes. • Conduct a gender analysis to determine the dynamics shaping adoption (or lack thereof) of SFM, SLM and biodiversity conservation and management, climate change adaptation and agro-pastoral practices, identifying enabling conditions that have been found to work; • Based on the findings, prepare a Gender Action Plan for incorporation into the Project Document (PRODOC) to ensure that the project strategy and its implementation are monitored as appropriate in terms of gender-responsiveness; • Using the findings of the gender analysis exercise, propose gender-disaggregated indicators and targets for integration into the Project Results Framework; • Provide responses to the UNDP SESP on sections related to gender and women's empowerment and make recommendations for the Gender Marker Rating for the overall project strategy. Key deliverables for the expert include: • A profile of the stakeholders and right-holders in the proposed project areas, the community institutions (norms, rules and procedures) governing access to, control over and use of natural resources, and the mechanisms for sharing the benefits therefrom; • A gender analysis report outlining the key findings for use in formulating the gender strategy for the project; • A gender responsive project results framework, including sex disaggregated indicators (also indicating the share of men and women direct beneficiaries). • A gender action plan (outlining the process to be followed) for incorporation of gender aspects in the project; • A stakeholder engagement plan; • An Indigenous Peoples Plan, including a budget and progress indicators as described by UNDP's Guidance Note on SES Standard 6: Indigenous Peoples Qualifications: • Excellent knowledge and minimum 7 years of demonstrable experience in community development or project management; • Master's degree in Development Studies/ Political Science/ Political Ecology/ Sociology/Anthropology; • Training on gender issues/ gender studies and participatory development theories • Excellent understanding of the dynamics around gender and natural resource management; • Previous work on similar projects; • Good command of English is a requirement; • Fluency in one or more of the local languages spoken in the project regions (GGNP and YGR) is required.
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