



# Initiation Plan / GEF PPG

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**Project Title: Prioritizing Biodiversity Conservation and Nature-Based Solutions as Pillars of Seychelles' Blue Economy**

**Country: Seychelles**

**Country Programme Outcome:** Mainstreaming environment and energy: Strengthened national capacities to mainstream environment and energy concerns into national development plans and implementation systems

**Gender Marker rating:** *GEN 2*

**SESP Pre-Screening Categorization:** *Moderate*

ATLAS Award ID: 00128350

ATLAS Project/Output ID: 00122370

PIMS number: 6316

Management Arrangement: *DIM*

**Total budget: US\$ 150,000**

Allocated resources:

- GEF US\$ 150,000

AGREED BY  
MS AMANDA SERUMAGA



Day/Month/Year

03-Aug-2020

UNDP Resident Representative

Signature

Date

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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: **Prioritising Biodiversity Conservation and Nature-Based Solutions as Pillars of Seychelles' Blue Economy**. As described in the project concept (PIF), this project aims to *conserve globally significant biodiversity through effective management of Seychelles' Marine Protected Areas system and the promotion of nature-based solutions as pillars of the Blue Economy*. It is structured around four components, as follows:

- Component 1 – Strengthening the political and institutional framework for effective implementation of Seychelles' Marine Spatial Plan (MSP) and management of the expanded Marine Protected Area (MPA) system
- Component 2 – Strengthening management effectiveness of Seychelles' expanded MPA system
- Component 3 - Investing in innovative nature-based solutions to development
- Component 4 – Effective gender mainstreaming, knowledge management and M&E

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

- PIF cleared for WP inclusion or GEF Council approved PIF
- SESP 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 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) using the latest standard template.
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**

| <b>Milestone</b>  | <b>Date</b>  | <b>Notes</b>  |
|---|--|---|
| <b>Internal submission date</b> for UNDP-GEF review and clearance                         | 3 April 2021*<br><br>*possible extension to 3 October 2021, if needed  | 10 months of PIF approval for FSPs and 6 months for MSPs.<br><b><i>If needed, this date can be extended by six months, due to the COVID-19 pandemic.</i></b>  |
| <b>First GEF Submission Deadline</b> for CEO Endorsement                                  | 3 June 2021*<br><br>*possible extension to 3 November 2021, if needed  | First submission must be within 12 months of PIF approval for FSPs and 8 months for MSPs. 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.<br><b><i>If needed, this date can be extended by six months, due to the COVID-19 pandemic.</i></b> |
| <b>CEO Endorsement Deadline</b> after which the project will be cancelled if not endorsed | 3 December 2021*<br><br>* possible extension to 3 June 2022, if needed | Endorsement must be within 18 months of PIF approval for FSPs and 12 months for MSPs. If the project has not been CEO endorsed by this date, then it will be automatically cancelled by the GEF Sec.<br><b><i>If needed, this date can be extended by six months, due to the COVID-19 pandemic.</i></b>                               |

### **Management Arrangements**

The UNDP Seychelles Country Office will lead the project development process and manage the GEF PPG budget in full consultation with the BPPS/GEF Regional 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 Minister for Environment, Energy and Climate will chair the Working Group. Working Group members will include: UNDP Seychelles Country Office and MEECC in close coordination with the Ministry of Finance and Blue Economy, the Ministry for Tourism, Ports, Civil Aviation and Marine, Ministry for Trade and Economic Planning, Ministry for Habitat, Infrastructure and Land Transport, Ministry of Agriculture and Fisheries, SFA, SNPA, ICS, MCSS, IUCN, TNC, UNDP, UNISEY, SGP, SEYCCAT and Sustainability 4 Seychelles, and UNDP Regional Service Centre for Africa (Regional Technical Advisor for Ecosystems and Biodiversity).

Due to the exceptional circumstances and travel restrictions introduced as a result of the COVID-19 pandemic, the PPG team will carry out all PPG activities, consultations, and preparatory studies remotely as much as possible. The PPG team, the Seychelles Country Office, and the RTA, will continually monitor the situation, and should the circumstances change, the working arrangements may be adjusted as required.

The GEF PPG team will be composed of the following consultancies:

- 1) International Project Development Specialist with a focus on Coastal and Marine Natural Resource Management (PPG Team Leader)
- 2) International 'Blue Economy' and Sustainable Tourism Development Expert

- 3) International Social and Environmental Safeguards Specialist (or a national consultant if a suitable candidate is identified)
- 4) International Gender Specialist (or a national consultant if a suitable candidate is identified)
- 5) National PPG Co-ordinator and Stakeholder Engagement Specialist
- 6) National 'Blue Economy' Specialist with a focus on Marine Protected Areas, Fisheries Management, and Marine Spatial Policy and Planning.

Draft Terms of Reference (TORs) for each team member is included in Annex 2 of this Initiation Plan.

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## II. STAKEHOLDER ENGAGEMENT, PUBLIC DISCLOSURE AND OTHER REQUIREMENTS

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

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

If the fully designed project has an overall Social and Environment Screening Procedure (SESP) categorization of moderate 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 risk projects and recommended for moderate 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](http://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.

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### 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 above research will focus particularly on the following activities:

#### ***Component 1 – Strengthening the political and institutional framework for effective implementation of Seychelles’ Marine Spatial Plan (MSP) and management of the expanded MPA system***

- i. Consult relevant stakeholders and review the evolution of discussions on the establishment of the proposed authority, which will be mandated to coordinate and manage the implementation of the MSP (tentatively, the new **Seychelles Oceans Authority**). Assess and identify the type of support that should be provided by the project to this new agency, if established, to ensure it has the necessary institutional, technical, and financial capacities to effectively implement and govern the MSP process and MPA system (output 1.1.1).
- ii. Engage with key stakeholders and agencies (i.e., MEECC, SNPA, SOA, Ministry of Finance, Trade Investment and Economic Planning, Ministry of Tourism, Aviation Ports and Marine, Office of the Vice President, NGOs, etc.) to identify the steps required to establish a **strategic co-ordination mechanism**, which would allow for discussion and agreement on strategies for the long-term management and financing of the MPA system. Based on these consultations, propose the preliminary process which would enable such a co-ordination mechanism to be established. Identify priority actions for project support under output 1.1.2.
- iii. Conduct capacity assessment of the MSP partner agencies (including Ministry of Environment, Energy and Climate Change, Seychelles National Parks Authority, etc.) for effective management, enforcement, and monitoring of the expanded MPA system:
  - Identify existing technical and institutional capacities and gaps and determine the capacity building needs (skills, tools, and resources);
  - Develop strategies and a capacity strengthening programme to address the identified gaps and needs;
  - Recommend the most appropriate methodology to measure indicators; identify baseline values; propose mid-term and end-of-project targets; and monitor change in institutional and technical capacities to be developed by the project under output 1.1.3 (e.g., the UNDP Capacity Scorecard or similar).

- iv. Conduct capacity assessment for the development and implementation of effective **financing strategies for the expanded MPA system**:
  - Identify the existing technical and institutional capacities, gaps, and determine the capacity building needs (skills, tools, and resources) among key stakeholders to develop and implement the planned Investment Framework and Strategy;
  - Identify capacity gaps and development needs for the new Biodiversity Finance Unit which will support the implementation of the Seychelles' Biodiversity Finance Plan;
  - Develop strategies and a capacity strengthening programme to address the identified gaps and needs;
  - Recommend the most appropriate methodology to measure indicators; identify baseline values; propose mid-term and end-of-project targets; and monitor change in institutional and technical capacities to be developed by the project under outputs 1.1.4 and 1.1.6 (e.g., the UNDP Capacity Scorecard or similar).
  
- v. Review the existing capacities of the **'Blue Economy' financial services institutions** (including Seychelles Conservation and Climate Adaptation Trust [SEYCCAT] and Development Bank of Seychelles [DBS]) including their capabilities to diversify financing options for the MPA system through supporting sustainable, 'Blue Economy' business models; discuss with these institutions their willingness to participate in the project; identify opportunities for collaboration and outline what steps and processes should be supported by the project to advance the implementation of the 'Blue Economy' in the country (output 1.1.5).
  
- vi. Identify and outline the appropriate methodology (such as the Knowledge, Practice, and Awareness survey) to be carried out in the first year of project implementation for assessing public understanding and awareness of the Seychelles' vision and strategy for the 'Blue Economy', MSP and MPA system; create indicators, establish baseline values,, mid-term and end-of project targets and monitoring protocol which can be used to inform further development of the public awareness strategy during the project implementation (output 1.1.7).

***Component 2 – Strengthening management effectiveness of Seychelles' expanded MPA system***

- i. Establish baseline levels of protected area management effectiveness (using the GEF-7 METT) for the four priority conservation sites: (1) Iles Cocos Marine National Park; (2) Port Glaud Wetlands and Ramsar Site; (3) Ste Anne Marine National Park; (4) and Aride Special Reserve and propose appropriate mid-term and end-of project METT targets (output 2.1.1).
  
- ii. Develop a strategy for the project to support expansion of two MPA sites (Ile Cocos Marine National Park and Port Glaud Wetlands and Ramsar Site), including management plans (output 2.1.1).
  
- iii. Develop a strategy for the project to implement co-management approaches with private hotels in Ste Anne MPA (output 2.1.1).
  
- iv. Develop a strategy for the project to strengthen conservation management on Aride (output 2.1.1).
  
- v. Conduct capacity assessment for MPA site-level management, enforcement, and monitoring:

- Identify existing capacities and gaps among front-line MPA staff and other key stakeholders (including SNPA, ICS, MPA co-managers, communities, private sector, and NGO partners);
  - Assess and identify existing gaps and needs for effective conservation, management, and financing of the four MPAs which can be used as an input for future development and implementation of conservation management plans and funding/business plans for the four project sites;
  - Identify capacity development needs (skills, tools and resources) and develop the appropriate capacity strengthening programme;
  - Recommend the most appropriate methodology to measure indicators; identify baseline values; propose mid-term and end-of-project targets; and monitor change in institutional and technical capacities to be developed by the project under output 2.1.1 and 2.1.2 (e.g., the UNDP Capacity Scorecard or similar).
- vi. Collate baseline data on MPA enforcement actions including number of: illegal activities detected; arrests made; and successful prosecutions for violations of environmental regulations. Review current effectiveness of enforcement actions within MPA project sites and propose the activities that the project can support to strengthen MPA enforcement and monitoring. Recommend indicators for environmental enforcement; identify baseline values; and propose mid-term and end-of-project targets (outcome 2.1).
- vii. For each pilot site, evaluate what, if any, data on key species populations and vulnerable coastal and marine ecosystems (e.g., coral reefs, mangroves, seagrass beds) should be collected and monitored to support outcome 2.1 as well as output 3.1.1. Recommend which key species and ecosystems should the project activities focus on for each pilot site. Collect and compile the required data, drawing on any data that may have already been gathered. For the selected species and ecosystems: determine their conservation status and trends; identify relevant threats; select indicators for their effective monitoring and project impact assessment; identify baseline values; define realistic mid-term and end-of project targets; and identify any potential information gaps.

### ***Component 3 – Investing in innovative nature-based solutions to development***

- i. Collect data for the baseline/situational analysis on the Seychelles tourism sector, including policy, planning, operations, institutional coordination and stakeholder engagement processes, including at project sites.
- ii. Complete a feasibility analysis of the restoration or recovery options for these ecosystems that could be supported by the project; propose the appropriate, science-based, restoration and/or recovery methodology and management plans and identify appropriate site-specific interventions. Carry out an assessment of risks related to coral reef and related ecosystem restoration or recovery efforts, including possible IAS risks. Confirm the feasibility and agree these interventions with key stakeholders within the project sites, especially with the local communities and the private sector (output 3.1.1).
- iii. Carry out a socio-economic and livelihood assessment of the targeted communities (in support of outcome 3.1 and output 3.1.2) including:
- Collating and assessing socio-economic information to inform the description of project site profiles and determine baseline data on income generation (e.g. monthly income, livelihood strategies, existing sources of livelihood, and other information as appropriate), the exact



- number of direct project beneficiaries (sex-disaggregated), and socio-economic status of targeted communities in project sites. Document the methodology used and the basis for calculation / estimation of the socio-economic data;
- Determine the extent to which tourism growth is impacting (negatively or positively) local communities and contributing to/or hampering their resource use and livelihoods; and
  - Establish the precise details of local community access and use of natural resources at the project sites and identify possible options for interaction based on allowable activities and bottlenecks for engagement (especially with a focus on women and youth).
- iv. Prepare a Livelihood Action Plan and provide recommendations on how the project could meaningfully intervene in addressing these issues through piloting nature-based income generation activities and expanding the opportunities for communities to benefit from the sustainable tourism value chain. Establish baseline and target values for the number of persons benefitting from improved livelihoods due to project interventions (output 3.1.2).
  - v. Carry out comprehensive, gender-responsible, consultations with communities within project sites. Assess capacity needs and priorities of local communities, community associations, and government institutions at project landscapes and their willingness to participate in the project.
  - vi. Formulate a local community engagement strategy; sensitise this strategy with key stakeholders, the Implementing Partner and an Executing Partners; and consult with local communities in accordance with this strategy.
  - vii. Collate lessons-learned from: existing 'Blue Economy' enterprises in the country; the experience gained through the introduction of the Seychelles' Sustainable Tourism Label; and relevant findings from the BIOFIN project. In particular, review the STAP guidance on certification programs and look into best practices. Integrate these lessons into project design, as relevant.
  - viii. Identify private sector partners, including the existing partnership arrangements with the management authorities specifically MEECC (Port Glaud), SNPA (Iles Cocos, Ste Anne) and ICS (Aride) and hotels, and discuss their willingness and interest in participating in the project. Engage with these partners to explore the possibility of developing public-private partnerships and businesses, such as eco-tourism and 'Blue Economy' business models, that will provide tangible livelihood gains. Determine their specific roles in project implementation, including through possible co-financing. Work with the UNDP Seychelles Country Office to complete any potential private sector due diligence assessments associated with private sector engagement.
  - ix. Assess the feasibility of using nature-based solutions and sustainable 'blue business' tourism models in partnerships with the private sector and local communities which would also contribute to reducing localized threats in vulnerable and marine ecosystems. Describe the potential benefits and establish a clear business case for investing in these solutions.
  - x. Assess the extent to which private sector and natural resource users are willing and able to change their practices in contribution to the intended outcomes of the project.
  - xi. Develop a comprehensive strategy and define appropriate interventions to support the delivery of project outcomes with a particular focus on Component 3 on piloting 'Blue Economy' and integrating nature-based solutions into tourism development. Ensure that the proposed strategy

specifically elaborates on how these approaches could be effectively leveraged to assist the government to embark on a greener development pathway as it recovers from impacts of COVID-19, especially targeting the tourism sector and most affected communities.

#### ***Component 4 – Effective gender mainstreaming, knowledge management and M&E***

- i. Design the overall framework and specific project interventions related to developing and implementing a protocol for participatory M&E in all project sites (output 4.1.2).
- ii. Design the project’s knowledge management strategy with particular emphasis on effective regional cooperation through South-South Cooperation and knowledge transfer on the topic of the ‘Blue Economy’ with Indian Ocean countries and other Small Island Developing States. Identify the appropriate knowledge sharing mechanisms that should be supported and used to share knowledge and lessons with and among the key stakeholders (output 4.1.4).

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

The required targeted assessment(s) of the risks related to the following principles and standards will be undertaken:

- **Principle 1 on Human Rights:** (1) assessment of capacity needs and priorities of local communities, community associations, and government institutions at project sites; (3) PCAT of Implementing Partner and assessment of executing support needs for Implementing Partner and any island-based executing partners; (3) preparation of a local community engagement strategy.
- **Principle 2 on Gender Equality and Women’s Empowerment:** A gender analysis will be conducted.
- **Standard 1 on Biodiversity Conservation and Sustainable Natural Resource Management:** (1) an assessment of the risks related to coral reef and related ecosystem restoration and rehabilitation; (2) an assessment of the risks related to the possible introduction and management of Invasive Alien Species (IAS) in targeted areas.
- **Standard 2 on Climate Change Mitigation and Adaptation:** (1) an assessment of climate change vulnerability including at the project site level.
- **Standard 3 on Community Health, Safety and Working Conditions:** (1) comprehensive consultations with potential project-affected communities at project sites; (2) assessment of the potential impacts on current levels of access and use of natural resources.
- **Standard 5 on Displacement and Resettlement:** (1) Preparation of a local community engagement strategy by a Safeguards specialist, sensitization of strategy with Implementing

Partner and executing partners, and consultations with local communities in accordance with this strategy; (2) consultations feeding into the development of a comprehensive Stakeholder Engagement Plan; (3) consultations and studies needed to develop a Livelihood Actions Plan; (4) design of a Grievance Redress Mechanism.

The assessment will identify ways to avoid negative environmental and social impacts where possible and if risk avoidance is not possible, then mitigation and management measures must be identified.

**d. Identification of project sites**

Based on the above reviews, and through consultation with stakeholders, the targeted project sites will be confirmed. The four target sites identified at the PIF stage are: (1) Iles Cocos Marine National Park; (2) Port Glauud Wetlands and Ramsar Site; (3) Ste Anne Marine National Park; and (4) Aride Special Reserve in the Inner Islands. Geographic coordinates, maps and shapefiles should be provided for inclusion in the ProDoc, ensuring that all maps used conform strictly to maps accepted by the UN Cartographic Unit.

Once the sites have been confirmed, the planned interventions will be subjected to further SES screening to ensure that UNDP Social and Environmental Standards are applied for each site, the risks particular to each site will be assessed and the appropriate mitigation standards prepared to manage such risks and reduce their social and environmental impacts.

**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 OFF.

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**

- i. Carry out a detailed assessment of potential climate change impacts on project activities and pilot sites to ensure that these are reflected in project design. Seek and adopt local and expert advice on how best to integrate climate resilience into project design and implementation.
- ii. Review proposed indicators for all project components. Where relevant propose more appropriate indicators for each outcome and output. Establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Project Results Framework.

### **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 comprehensive 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 will need to be prepared for this project.

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.

Based on the required targeted assessment(s), the relevant stand-alone management plan(s) will be prepared: (1) a comprehensive Stakeholder Engagement Plan; (2) Gender Action Plan and budget; (3) Livelihoods Action Plan; (3) Biodiversity Action Plan (outlining ecosystem rehabilitation/recovery plan and management and IAS prevention); and (4) Climate Change Action Plan, may be developed if required.

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 and Evaluation 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.

**Due to travel restrictions introduced as a result of the COVID-19 pandemic, the validation workshop will be held virtually.**

## I. TOTAL BUDGET AND WORK PLAN FOR GEF PPG

|                          |   |
|--------------------------|---|
| Atlas Award ID:          | 00128350  |
| Atlas Project/Output ID: | 00122370  |
| Award Title:             |   |
| Project ID               | 10535   |
| Business Unit:           | MUS10   |
| Project Title:           | <b>Prioritizing biodiversity conservation and nature-based solutions as pillars of Seychelles' Blue Economy</b> |
| PIMS number:             | 6316  |
| Implementing Partner:    | UNDP  |

| GEF Outcome/Atlas Activity   | Responsible Party | Fund ID | Donor Name | Atlas Budgetary Account Code | ATLAS Budget Description  | Amount US\$    | Budget Notes |
|--|-------------------|---------|------------|------------------------------|---------------------------|----------------|--------------|
| <b>Project preparation grant to finalize the UNDP-GEF project document for project <i>Prioritizing biodiversity conservation and nature-based solutions as pillars of Seychelles' Blue Economy</i></b> | UNDP              | 62000   | GEF TF     | 71200                        | International Consultants | 85,750         | A1-A4        |
|  |                   |         |            | 71300                        | Local Consultants         | 42,000         | B1-B2        |
|  |                   |         |            | 71600                        | Travel                    | 5,000          | C            |
|  |                   |         |            | 72500                        | Supplies                  | 2,000          | D            |
|  |                   |         |            | 74500                        | Miscellaneous Expenses    | 2,500          | E            |
|  |                   |         |            | 75700                        | Trainings, workshops      | 5,000          | F            |
|  |                   |         |            | 74100                        | Professional Services     | 7,750          | G            |
| <b>PROJECT TOTAL</b>   |                   |         |            |                              |                           | <b>150,000</b> |              |

| Budget Note | Items   | Total estimated person weeks | Budget US\$ | Budget Note   |
|-------------|---|------------------------------|-------------|---|
| A1          | International Project Development Specialist with a focus on Coastal and Marine Natural Resource Management (PPG Team Leader) | 15                           | \$48,750    | 75 days (15 weeks) @ \$650 per day (\$3,250 per week) = \$48,750<br><br>Please see Annex 2 for key responsibilities of this consultant. |
| A2          | International 'Blue Economy' and Sustainable Tourism Development Expert   | 6                            | \$19,500    | 30 days (6 weeks) @ \$650 per day (\$3,250 per week) = \$19,500<br><br>Please see Annex 2 for key responsibilities of this consultant.  |
| A3          | International Social and Environmental Safeguards Specialist (or a national consultant if a suitable candidate is identified) | 4                            | \$10,000    | 20 days (4 weeks) @ \$500 per day (\$2,500 per week) = \$10,000<br><br>Please see Annex 2 for key responsibilities of this consultant.  |



| Budget Note | Items   | Total estimated person weeks | Budget US\$ | Budget Note  |
|-------------|---|------------------------------|-------------|--|
| A4          | International Gender Specialist (or a national consultant if a suitable candidate is identified)  | 3                            | \$7,500     | 15 days (3 weeks) @ \$500 per day (\$2,500 per week) = \$7,500<br><br>Please see Annex 2 for key responsibilities of this consultant.  |
| B1          | National PPG Co-ordinator and Stakeholder Engagement Specialist   | 6                            | \$15,000    | 30 days (6 weeks) @ \$500 per day (\$2,500 per week) = \$15,000<br><br>Please see Annex 2 for key responsibilities of this consultant.   |
| B2          | National 'Blue Economy' Specialist with a focus on Marine Protected Areas, Fisheries Management, and Marine Spatial Policy and Planning | 12                           | \$27,000    | 60 days (12 weeks) @ \$450 per day (\$2,250 per week) = \$27,000<br><br>Please see Annex 2 for key responsibilities of this consultant.  |
| C           | Travel  |                              | \$5,000     | No international travel anticipated due to the COVID19 pandemic. The PPG will be completed virtually although some in-country travel may be required by NCs per Government instructions. |
| D           | Supplies  |                              | \$2,000     | For office supplies to be utilized during the PPG stage  |
| E           | Miscellaneous Expenses  |                              | \$2,500     | To miscellaneous expenses that may occur during the PPG stage  |
| F           | Trainings, workshops  |                              | \$5,000     | All training and workshops are currently planned to be carried out virtually due to COVID-19 pandemic. But funds provided in case regulations permit safe gatherings.                    |
| G           | HACT Micro assessment   |                              | \$7,750     | To Conduct HACT Micro Assessment for the new partners  |

## II. MANDATORY ANNEXES

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



**Naoko Ishii**  
CEO and Chairperson

May 4, 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 Mr. Kurukulasuriya,

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

|                                   |   |
|-----------------------------------|---|
| Decision Sought:                  | Project Identification Form (PIF) Clearance for Work Program Inclusion and Project Preparation Grant Approval |
| GEFSEC ID:                        | 10535   |
| Agency(ies):                      | UNDP  |
| Agency(ies) ID:                   | 6316  |
| Focal Area:                       | Biodiversity  |
| Project Type:                     | Full-sized Project  |
| Country(ies):                     | Seychelles  |
| Name of Project:                  | Prioritizing Biodiversity Conservation and Nature-based Solutions as Pillars of Seychelles' Blue Economy      |
| Indicative GEF Project Financing: | \$4,955,023   |
| Indicative Agency Fee:            | \$470,727   |
| PPG:                              | \$150,000   |
| PPG Fee:                          | \$14,250  |
| Funding Source:                   | GEF Trust Fund  |

| Indicative Agency Fee Commitment: |            |  |  |   |                |
|-----------------------------------|------------|--|--|---|----------------|
| Agency                            | Trust Fund | 20% to be committed at Council approval (US\$) | 50% to be committed at first disbursement (US\$) | 30% to be committed at mid-term review (US\$) | Total (US\$)   |
| UNDP                              | GEFTF      | 94,145   | 235,364  | 141,218                                       | 470,727        |
| <b>Total</b>                      |            | <b>94,145</b>                                  | <b>235,364</b>                                   | <b>141,218</b>                                | <b>470,727</b> |

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Tel: +1 (202) 473 3202 - Fax: +1 (202) 522 3240  
E-mail: [gefco@thegef.org](mailto:gefco@thegef.org)  
[www.thegef.org](http://www.thegef.org)

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

Sincerely,



Naoko Ishii  
Chief Executive Officer and Chairperson  
Global Environment Facility

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

## 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   |
|--|---|
| <p><b>Consultant 1:</b><br/>International Project Development Specialist with a focus on Coastal and Marine Natural Resource Management (PPG Team Leader)</p> <p><b>Type:</b> International Consultant</p> <p><b>Cost per person week:</b> \$3,250 (\$650 per day)</p> <p><b>Number of person weeks needed:</b> 15 (75 days)</p> | <p><b>Role:</b> The <b>International Project Development Specialist</b>, with a focus on Coastal and Marine Natural Resource Management, will be the <b>PPG Team Leader</b>, responsible for quality assurance and timely preparation of all reports and documentation, including the finalised UNDP Project Document (ProDoc) and GEF CEO Endorsement Request, with all mandatory and project-specific Annexes and supporting documentation, including the Final Validation Workshop Report. They will be responsible for managing all consultants on the PPG Team and coordinating the Team’s work, working closely with the National PPG Co-ordination and Stakeholder Engagement Specialist. They will maintain a close liaison with the Working Group that will oversee the PPG phase.</p> <p><b>Due to the COVID-19 pandemic</b>, it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel to the country is envisaged at this point. The PPG Team Leader will therefore have to ensure that they have the ability and capacity to carry out all PPG activities remotely, using all means available, e.g., phone and IT technology. Should the circumstances change, the PPG Team Leader will consult with the RTA and UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <ol style="list-style-type: none"> <li>1) <u>Management of the GEF PPG Team</u> <ol style="list-style-type: none"> <li>a. Define and submit a detailed methodology and work plan in consultation with the other consultants with clear delegation of responsibilities for the International Consultants (IC) and National Consultants (NCs);</li> <li>b. Ensure that project development is participatory, gender-responsive and based on extensive stakeholder engagements; and</li> <li>c. Verify and ensure that all project components are technically sound and cost effective.</li> </ol> </li> <li>2) <u>Preparatory Technical Studies and Reviews (Component A):</u> With inputs from the international and national consultants, as detailed in their respective TORs: <ol style="list-style-type: none"> <li>a. Compile baseline/situational analysis for the full-size project (FSP). This will include a precise definition of baseline projects, activities, budgets, goals and co-financial links to GEF outcomes; definition of GEF incremental value per outcome and output; and presentation of results of the incremental cost-analysis in matrices as appropriate;</li> <li>b. Oversee the stakeholder analysis and consultations (led by the National PPG Co-ordination and Stakeholder Engagement consultant, as well as other consultants), and ensure that they are complete and comprehensive;</li> <li>c. On request of the UK Government (received through GEF SEC), initiate and lead stakeholder consultations with the UK government’s representatives in the Seychelles to discuss opportunities for cooperation in the margins of this project, in light of past collaboration between the UK and the Government of Seychelles on the topic of the ‘Blue Economy’ and UK’s objectives on climate</li> </ol> </li> </ol> |

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|--|---|
|  | <p>change and the preparations for the COP26 (working closely with the National PPG Co-ordination and Stakeholder Engagement Consultant);</p> <ol style="list-style-type: none"> <li>d. Identify and outline the appropriate methodology (such as the Knowledge, Practice, and Awareness survey) to be carried out in the first year of project implementation for assessing <b>public understanding and awareness</b> of the Seychelles' vision and strategy for the 'Blue Economy', MSP and MPA system; establish baseline values, indicators, mid-term and end-of project targets and monitoring protocol which can be used to inform further development of the public awareness strategy during the project implementation;</li> <li>e. Ensure the preparation of the gender analysis (by the Gender Specialist) and ensure its findings are meaningfully integrated into the project's strategy, theory of change, and results framework;</li> <li>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 update that screening in an iterative process throughout the PPG, and as appropriate;</li> <li>g. Oversee the confirmation 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;</li> <li>h. Develop the overall framework and specific project interventions related to developing and implementing a protocol for participatory M&amp;E in all project sites;</li> <li>i. Design the project's strategy on knowledge sharing, strategic communication and information management. This strategy should also ensure effective regional cooperation through South-South Cooperation and knowledge transfer on the topic of the 'Blue Economy' with Indian Ocean countries and other Small Island Developing States. Identify the appropriate knowledge sharing mechanisms that should be supported and used to share knowledge and lessons among the key stakeholders;</li> <li>j. Oversee the identification of opportunities for private sector engagement and co-financing, ensuring that all required due-diligence assessments have been completed;</li> <li>k. Support the preparation of partner capacity assessments and discussions on project management arrangements early in the PPG process (with support from the UNDP CO in the Seychelles); and</li> <li>l. Ensure completion of any additional studies that are determined to be needed for the preparation of the ProDoc and all other final outputs.</li> </ol> <p>3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B)</u>: With inputs from the international and national consultants, as detailed in their respective TORs, and based on international best practice:</p> <ol style="list-style-type: none"> <li>a. Develop, present and articulate the project's <b>theory of change</b>, ensuring that the proposed strategy specifically elaborates on how these approaches could be effectively leveraged to assist the government to embark on a greener development pathway as it recovers from impacts of COVID-19, especially targeting the tourism sector and most affected communities;</li> <li>b. Develop the <b>Results Framework</b> in line with UNDP-GEF policy;</li> <li>c. Develop a detailed <b>Monitoring and Evaluation</b> Plan and Budget;</li> <li>d. Oversee and ensure the preparation (by the Stakeholder Specialist) of a <b>comprehensive Stakeholder Engagement Plan</b>;</li> </ol> |
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|  | <p>e. Develop <b>Knowledge Sharing, Strategic Communication and Information Management Strategy and Plan</b>;</p> <p>f. Oversee and ensure the preparation (by the Gender Specialist) of a <b>Gender Action Plan and Budget</b>;</p> <p>g. Oversee and ensure the updating of the <b>SESP</b> (by the SESP Specialist) based on assessments undertaken during Component A, and ensure the development of required <b>environmental and/or social management plan(s)</b> as required;</p> <p>h. Oversee the preparation of the required <b>GEF tracking tools (METTs)</b> (by the National 'Blue Economy' Specialist) and <b>GEF Core Indicators</b> and ensure these are supported by robust and validated data;</p> <p>i. Secure all <b>co-financing letters</b> (with support from the UNDP CO in the Seychelles);</p> <p>j. Prepare the <b>Total Budget and Work Plan (TBWP)</b> and <b>indicative procurement plan</b> (with support from the UNDP CO in the Seychelles);</p> <p>k. Secure and present agreements on <b>project execution and management arrangements</b> and ensure that the project aligns to UNDP-GEF guidance on UNDP execution support (with support from the UNDP CO in the Seychelles);</p> <p>l. Ensure the completion of the required <b>official endorsement letters</b> (with support from the UNDP CO in the Seychelles); and</p> <p>m. 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.<sup>1</sup></p> <p>4) <b>Validation Workshop (Component C):</b></p> <p>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>Please note that this will likely be a virtual workshop</b>;</p> <p>b. Oversee all necessary revisions that arise during the workshop; and</p> <p>c. Ensure completion of Validation Workshop Report.</p> <p>5) <b>Final Deliverables:</b></p> <p>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;</p> <p>b. Completion of the GEF CEO Endorsement Request;</p> <p>c. Draft Public Awareness Strategy (or another appropriate methodology);</p> <p>d. Ensure the finalisation of the <b>SESP</b> and stand-alone management plans as required (by the SESP Consultant));</p> <p>e. All documentation from GEF PPG (including technical reports, meeting minutes, etc.); and</p> <p>f. Validation Workshop Report.</p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>▪ Master's degree or higher in a relevant field, such as environmental studies, environmental science, environmental policy, natural resource management, conservation biology, ecology, coastal and marine biology and ecology;</li> </ul> |
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<sup>1</sup> Please verify with the UNDP-GEF team that the correct templates are being used.

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|  | <ul style="list-style-type: none"> <li>▪ Minimum 15 years of demonstrable experience in the technical area of coastal and marine protected area management and financing, sustainable management of fisheries including community co-management; coastal zone management, and sustainable tourism; and in preparing high quality project documents, particularly for UNDP and GEF projects;</li> <li>▪ Demonstrated experience in working with private sector partners to develop and advance the 'Blue Economy' approaches or similar highly desired;</li> <li>▪ Excellent written and oral communication skills in English;</li> <li>▪ Demonstrated understanding of the GEF rationale and procedures, and demonstrated experience in formulation of GEF-funded project proposals, using Theory of Change and the results-based management approaches;</li> <li>▪ Experience guiding and managing a team of consultants;</li> <li>▪ Ability and willingness to manage and carry out the PPG process remotely;</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to the evolving COVID-19 situation; and</li> <li>▪ Experience working in the Seychelles on related initiatives highly desired.</li> </ul>   |
| <p><b><u>Consultant:</u></b></p> <p>International 'Blue Economy' and Sustainable Tourism Development Expert</p> <p><b>Type:</b> International Consultant</p> <p><b>Cost per person-week:</b> \$3,250 (\$650 daily rate)</p> <p><b>Number of person-weeks needed:</b> 6 weeks (30 days)</p> | <p><b>Role:</b> The <b>International 'Blue Economy' and Sustainable Tourism Development Expert</b> will be the lead consultant responsible for providing inputs, assessments, and feasibility studies required to comprehensively formulate project activities, outputs, and the overall strategy for <i>Component 3: Investing in innovative nature-based solutions to development</i>. Contributions to other project components, especially Component 2, will also be required. This expert will lead all aspects of the work related to advancing sustainable 'Blue Economy' business models, nature-based alternative livelihood options, and engagement with the private sector and local communities on this topic. The consultant will be an internationally recognised expert in tourism policy and planning, with substantive knowledge in the field of sustainable and/or eco-tourism development.</p> <p><b>Due to the COVID-19 pandemic</b>, it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel to the country is envisaged at this point. This consultant will therefore have to have the ability and the capacity to carry out all necessary PPG work remotely, using all available means, e.g., phone and IT technology. Should the circumstances change, the consultant will need to consult with the RTA and the UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <p>1) <u>Preparatory Technical Studies and Reviews (Component A)</u>: Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader and working with other PPG consultants as needed, including:</p> <ol style="list-style-type: none"> <li>a. Collect data for the baseline/situational analysis on the Seychelles tourism sector, policy, planning, operations, institutional coordination and stakeholder engagement processes, including at project sites;</li> <li>b. Develop a strategy for the project to implement co-management approaches with private hotels in Ste Anne MPA working closely with the National 'Blue Economy' consultant (output 2.1.1);</li> </ol> |

|  |   |
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|  | <ul style="list-style-type: none"> <li>c. Contribute to the development of a strategy for the project to strengthen conservation management on Aride, working closely with the National ‘Blue Economy’ consultant (output 2.1.1);</li> <li>d. Collate lessons-learned from: existing ‘Blue Economy’ enterprises in the country; the experience gained through the introduction of the Seychelles’ Sustainable Tourism Label; and relevant findings from the BIOFIN project. In particular, review the STAP guidance on certification programs and look into best practices. Integrate these lessons into project design, as relevant;</li> <li>e. Identify private sector partners, including the existing partnership arrangements with the management authorities specifically MEECC (Port Glaud), SNPA (Iles Cocos, Ste Anne) and ICS (Aride) and hotels, and discuss their willingness and interest in participating in the project. Engage with these partners to explore the possibility of developing public-private partnerships and businesses, such as eco-tourism and ‘Blue Economy’ business models, that will provide tangible livelihood gains. Determine their specific roles in project implementation, including through possible co-financing. Work with the UNDP Seychelles Country Office to complete any potential private sector due diligence assessments associated with private sector engagement;</li> <li>f. Assess the feasibility of using nature-based solutions and sustainable ‘blue business’ tourism models in partnerships with the private sector and local communities which would also contribute to reducing localized threats in vulnerable and marine ecosystems. Describe the potential benefits and establish a clear business case for investing in these solutions.</li> <li>g. Assess the extent to which private sector and natural resource users are willing and able to change their practices in contribution to the intended outcomes of the project;</li> <li>h. Support the stakeholder analysis, consultations and co-financing contributions, particularly with national-level stakeholders and private sector, and ensure that they are complete and comprehensive;</li> <li>i. 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.</li> </ul> <p>2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u></p> <ul style="list-style-type: none"> <li>a. Prepare inputs and support the development of draft PPG deliverables, as agreed with the PPG Team Leader;</li> <li>b. Develop a comprehensive strategy and define appropriate interventions to support the delivery of project outcomes with a particular focus on Components 2 and 3 on piloting ‘Blue Economy’ and integrating nature-based solutions into tourism development. Ensure that the proposed strategy specifically elaborates on how these approaches could be effectively leveraged to assist the government to embark on a greener development pathway as it recovers from impacts of COVID-19, especially targeting the tourism sector and most affected communities;</li> <li>c. Identify appropriate Results Framework indicators and targets related to integrating nature-based solutions into private tourism sector; collect baseline data for the relevant indicators; choose the means of measurement; and define targets, key risks, and assumptions linked to these indicators.</li> </ul> <p>3) <u>Validation Workshop (Component C):</u></p> |
|--|---|



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|--|---|
|  | <p>g. Contribute to the validation workshop (please note that this will likely be a virtual workshop); and</p> <p>a. Support all necessary revisions that arise during the workshop, as appropriate.</p> <p><b>4) Final Deliverables:</b></p> <p>a. A report on the detailed feasibility analysis of the opportunities to integrate nature-based solutions and the ‘Blue Economy’ business models into sustainable tourism development;</p> <p>b. Final strategy for Component 3 which will adequately integrate the need to use ‘Blue Economy’ and nature-based solutions as pillars of sustainable tourism development and COVID-19 recovery efforts;</p> <p>c. Inputs into Component 2, as needed;</p> <p>d. Finalised agreements with the tourism businesses at the project sites outlining areas of cooperation during project implementation and any agreed co-financing;</p> <p>e. Finalised due-diligence assessments of all confirmed private sector partners in line with UNDP private sector due diligence policy (working closely with the UNDP CO in the Seychelles);</p> <p>f. Appropriate inputs provided to the Project Document and Annexes, as agreed with the PPG Team Leader.</p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>▪ Master’s degree or higher in a relevant field, such as environmental science; conservation biology; zoology; ecology; public policy; environmental policy and management; public sector management;</li> <li>▪ Minimum 15 years of demonstrable experience in the technical area of sustainable and responsible tourism with a focus on biodiversity conservation, protected areas, certification, and public-private partnerships, community-based tourism, tourism value and supply chains, small enterprise development, and similar;</li> <li>▪ Demonstrated understanding of political, legal, and institutional context and priorities for tourism development and planning in the Seychelles;</li> <li>▪ Experience working with UNDP and/or on GEF projects an advantage;</li> <li>▪ Excellent written and oral communication skills in English;</li> <li>▪ Ability and willingness to carry out the PPG process remotely;</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to rapidly evolving COVID-19 situation.</li> <li>▪ Experience working in the Seychelles on related initiatives highly desired.</li> </ul> |
| <p><b>Consultant:</b> Social and Environmental Safeguard Specialist</p> <p><b>Type:</b> International Consultant/National Consultant (if suitable candidate is found)</p> <p><b>Cost per person-week:</b> \$2,500 (\$5,000 daily rate)</p> | <p><b>Role:</b> The <b>Social and Environmental Safeguards Specialist</b> will conduct the necessary assessments to identify potential environmental and social risks, and ways to avoid negative environmental and social impacts where possible. Where risk avoidance is not possible, this consultant will identify appropriate mitigation and management measures, in line with the UNDP Social and Environmental Standards and the GEF requirements. They will be responsible for developing mandatory project Annexes related to social and environmental safeguards and support adherence of project development to the UNDP’s SESP and GEF specific requirements.</p> <p><b>Due to the COVID-19 pandemic,</b> it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel to the country is envisaged at this point if an IC is recruited. This consultant will therefore have to have the ability and the capacity to carry out all necessary PPG work remotely, using all available means, e.g.,</p>  |

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| <p><b>Number of person-weeks needed:</b> 4 weeks (20 days)</p> | <p>phone and IT technology. Should the circumstances change, the consultant will need to consult with the RTA and the UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <p>1) <i>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including:</i></p> <ul style="list-style-type: none"> <li>a. Review the SESP pre-screening of the PIF; complete the UNDP Social and Environmental Screening Procedure (SESP), and support the detailed assessment of all project risks including consultations with local stakeholders;</li> <li>b. Determine what management plan(s) are most appropriate (e.g., Environmental and Social Management Framework (ESMF) and/or stand-alone management plan(s), i.e. Livelihood Action Plan and Biodiversity Management Plan, in consultation with other consultants;</li> <li>c. Carry out a socio-economic and livelihood assessments of the targeted communities including: <ul style="list-style-type: none"> <li>i. Collating and assessing socio-economic information to inform the description of project site profiles and determine baseline data on income generation (e.g. monthly income, livelihood strategies, existing sources of livelihood, and other information as appropriate), the exact number of direct project beneficiaries (sex-disaggregated), and socio-economic status of targeted communities in project sites. Document the methodology used and the basis for calculation / estimation of the socio-economic data;</li> <li>ii. Determine the extent to which tourism growth is impacting (negatively or positively) local communities and contributing to/or hampering their resource use and livelihoods;</li> <li>iii. Establish the precise details of local community access and use of natural resources the project sites and identify possible options for interaction based on allowable activities and bottlenecks for engagement (especially with a focus on women and youth); and</li> </ul> </li> <li>d. Prepare a <b>Livelihood Action Plan</b> (with inputs from other consultants) and provide recommendations on how the project could meaningfully intervene in addressing these issues through piloting nature-based income generation activities and expanding the opportunities for communities to benefit from the sustainable tourism value chain.</li> <li>e. Carry out comprehensive, gender-responsible, consultations with communities within project sites. Assess capacity needs and priorities of local communities, community associations, and government institutions at project landscapes and their willingness to participate in the project (working with the National Co-ordinator and Stakeholder Engagement Specialist);</li> <li>f. Formulate a local community engagement strategy; sensitise this strategy with key stakeholders, the Implementing Partner and an Executing Partners; and consult with local communities in accordance with this strategy;</li> <li>g. Based on these assessments, integrate relevant matters into project design and the appropriate sections of the comprehensive Stakeholder Engagement Plan, the Grievance Redress Mechanism, and any other SES management plan as required, working closely with the National PPG Coordinator and other consultants;</li> </ul> |
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|  | <p>h. Develop all required SES management plan(s), in line with UNDP’s Guidance Note on the SES Assessment and Management and all other relevant Guidance Notes, with input from other consultants as needed;</p> <p>i. Finalise all SES management plan(s) in coordination with the PPG Team Leader, based on stakeholder consultations and close engagement;</p> <p>j. Incorporate any comments from UNDP, GEF, and STAP related to SES;</p> <p>k. Update and finalize the SESP, based on the management plan(s);</p> <p>l. Support 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.</p> <p>2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):</u></p> <p>a. Complete the SESP, based on assessments undertaken during Component A and detailed development of project interventions, and identify management measures to mitigate risks to be incorporated into the ProDoc;</p> <p>b. Provide inputs into the comprehensive Stakeholder Engagement Plan, as needed;</p> <p>c. Develop Livelihoods Action Plan, Grievance Response Mechanism, and community engagement strategy and ensure that they are socially and gender Inclusive;</p> <p>d. Support the agreements on project management arrangements and ensure that social and environmental safeguards are adequately incorporated into these arrangements.</p> <p>3) <u>Validation Workshop (Component C):</u></p> <p>a. Contribute to the validation workshop (please note that this will likely be a virtual workshop); and</p> <p>b. Support all necessary revisions that arise during the workshop, as appropriate.</p> <p>4) <u>Final Deliverables:</u></p> <p>a. Finalised <b>Social and Environmental Screening (SESP)</b>;</p> <p>b. Finalised <b>environmental and social management plan(s)</b> for all risks identified as Moderate or High in the SESP;</p> <p>c. Finalised <b>Grievance Redress Mechanism, community engagement strategy and Livelihood Action Plan</b>;</p> <p>d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader.</p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>▪ Master’s degree or higher in a relevant field, such as international development, with specific academic background in natural sciences, engineering, business, sociology, anthropology or related field;</li> <li>▪ Minimum 10 years of experience related to social and environmental standards; social and environmental safeguards risk assessment and mitigation; and impact assessment in an international development context;</li> <li>▪ Prior experience in the safeguard assessments and processes of international organizations and donors, such as GEF, UNDP, World Bank, is required;</li> <li>▪ Demonstrated experience in carrying out community consultations and engagement is required;</li> <li>▪ Excellent analytical, writing, advocacy, presentation, and communications skills are required; and</li> <li>▪ Excellent written and oral communication skills in English;</li> </ul> |
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|   | <ul style="list-style-type: none"> <li>▪ Ability and willingness to carry out the PPG process remotely;</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to evolving COVID-19 situation; and</li> <li>▪ Experience working in the Seychelles on related initiatives highly desired (for international consultants only).</li> </ul>  |
| <p><b>Consultant:</b> Gender Specialist</p> <p><b>Type:</b> International Consultant/National Consultant (if suitable candidate is found)</p> <p><b>Cost per person-week:</b> 3 weeks (15 days)</p> <p><b>Number of person-weeks needed:</b> \$2,500 (\$500 daily rate)</p> | <p><b>Role:</b> The <b>Gender Specialist</b> will ensure integration of gender issues into all project components. The Specialist’s input should include a current situation analysis, action plan with target indicators and expected outcomes that would facilitate promotion of gender equality. This consultant will have specialist expertise in gender mainstreaming and working with local communities.</p> <p><b>Due to the COVID-19 pandemic,</b> it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel to the country is envisaged at this point. This consultant will therefore have to have the ability and the capacity to carry out all necessary PPG work remotely, using all available means, e.g., phone and IT technology. Should the circumstances change, the consultant will need to consult with the RTA and the UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <p>1) <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the PPG Team Leader, including:</u></p> <ul style="list-style-type: none"> <li>a. Support gender-related action points, including risk assessments, identified in the UNDP Social and Environmental Screening Procedure (SESP) at the PIF stage (“pre-screening”) to ensure they are fully addressed during the PPG; as appropriate, assist with the update of the SESP in an iterative fashion throughout the PPG on matters related to gender empowerment and equality;</li> <li>b. Prepare the gender analysis;</li> <li>c. Advise on gender responsive stakeholder analysis and consultations and ensure that they are complete and comprehensive;</li> <li>d. Ensure that gender considerations are fully mainstreamed into project CEO ER documents and Project Document; and</li> <li>e. 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.</li> </ul> <p>2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory Annexes as well as project specific annexes (Component B):</u></p> <ul style="list-style-type: none"> <li>a. Work with the PPG Team Leader to ensure relevant findings on the gender mainstreaming and stakeholder needs are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate;</li> <li>b. Participate in consultations, workshops, meetings etc.;</li> <li>c. Contribute to the preparation of the SESP, as required working closely with other consultants;</li> </ul> |

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|  | <p>d. Prepare the <b>Gender Mainstreaming/ Action Plan and Budget</b> identifying appropriate project interventions to ensure gender mainstreaming including at project demonstration sites;</p> <p>e. 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;</p> <p>f. Provide inputs for the development of the Stakeholder Engagement Plan to ensure it is Gender Responsive;</p> <p>g. Support the agreements on project management arrangements and ensure that gender and safeguards are adequately incorporated into these arrangements.</p> <p>h. Review and verify proposed Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate.</p> <p>3) <u>Validation Workshop (Component C):</u></p> <p>a. Participate in, and contribute to the validation workshop (please note that this will likely be held remotely).</p> <p>b. Support necessary revisions that arise during the workshop, as appropriate.</p> <p><b>Final Deliverables:</b></p> <p>a. Appropriate inputs to <b>Social and Environmental Screening (SESP);</b></p> <p><b>b. Gender Analysis, Gender Mainstreaming Plan and Budget;</b></p> <p>c. Appropriate inputs to the comprehensive Stakeholder Engagement Plan including on gender-responsive consultation and consultations with local communities;</p> <p>d. Appropriate inputs to the final UNDP-GEF project document based on guidance from the PPG Team Leader.</p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>▪ Master’s degree or higher in a relevant field, such as gender studies, gender and development, women and environment, sociology, environment, sustainable development or closely related area;</li> <li>▪ Minimum 5 years of demonstrable experience in gender policy and mainstreaming;</li> <li>▪ Experience carrying out participatory gender analysis; experience collecting and formulating gender responsive indicators and sex-disaggregated data and preparing gender responsive project analysis; developing gender action plans.</li> <li>▪ Experience in facilitating gender responsive stakeholder meetings is highly desired;</li> <li>▪ Demonstrated understanding of the links between sustainable development, social and gender issues;</li> <li>▪ Excellent written and oral communication skills in English;</li> <li>▪ Ability and willingness to carry out the PPG process remotely;</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to evolving COVID-19 situation; and</li> <li>▪ Experience working in the Seychelles on related initiatives highly desired (for international consultants only).</li> </ul> |
| <p><b>Consultant:</b> PPG Co-ordinator &amp;</p> | <p><b>Role:</b> The <b>National PPG Co-ordinator and Stakeholder Engagement Specialist</b> will be responsible for assisting the PPG Team Lead with coordination of inputs from all</p>   |

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| <p>Stakeholder Engagement Specialist</p> <p><b>Type:</b> National Consultant</p> <p><b>Cost per person-week:</b> \$2,500 (\$500 daily rate)</p> <p><b>Number of person-weeks needed:</b> 6 weeks (30 days)</p> | <p>consultants, coordinating the PPG team’s work, and assisting with co-ordinating the implementation of PPG activities in country, if and as needed. This consultant will work under the overall technical guidance and oversight of the International PPG Team Leader and in close collaboration with UNDP Country Office. This consultant will play a key role in co-ordinating consultations with the government, private sector partners, communities, and other relevant stakeholders and will also prepare a number of substantive assessments and analyses mentioned below.</p> <p><b>Due to the COVID-19 pandemic,</b> it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel within the country is envisaged at this point, although this may change depending on Government instructions. This consultant will therefore have to have the ability and the capacity to carry out all necessary PPG work remotely, using all available means, e.g., phone and IT technology. Should the circumstances change, the consultant will need to consult with the RTA and the UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <ol style="list-style-type: none"> <li>1) <u>Assistance with the co-ordination of the PPG Team:</u> <ol style="list-style-type: none"> <li>a. Support the international PPG Team Leader with all aspects of the PPG process;</li> <li>b. Provide coordination support to ensure adherence to the PPG work plan, and to ensure the timely delivery of PPG inputs from individual consultants;</li> <li>c. Coordinates and participates in national and field-level consultations.</li> <li>d. Assist in the coordination, preparation, conduct and follow-up of meetings, workshops and consultations, including liaison with government and other key stakeholders.</li> </ol> </li> <br/> <li>2) <u>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the Team Leader, including:</u> <ol style="list-style-type: none"> <li>a. Assist the UNDP Country Office in the Seychelles in overseeing the process of project preparation;</li> <li>b. Support the PPG Team Leader with the review of the draft ProDoc and Annexes; and in the identification of needed revisions and improvements to meet UNDP and GEF requirements;</li> <li>c. Carry out detailed analysis of the baseline programmes;</li> <li>d. Confirm and describe co-financing arrangements for the project, under PPG Team Leader’s guidance;</li> <li>e. Identify all relevant government, private sector, and community stakeholders with input from other consultants;</li> <li>f. Lead stakeholder analysis and consultations (with guidance and support from the PPG Team Leader) and ensure that they are complete and comprehensive;</li> <li>g. Analyse other donor projects for synergies and map parallel initiatives relevant to the project;</li> <li>h. On request of the UK Government (received through GEF SEC), initiate and lead stakeholder consultations with the UK government’s representatives in the Seychelles to discuss opportunities for cooperation in the margins of this project, in light of past collaboration between the UK and the Government of Seychelles on the topic of the ‘Blue Economy’ and UK’s objectives on climate change and the preparations for the COP26, working closely with the PPG Team Leader);</li> </ol> </li> </ol> |
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|  | <ul style="list-style-type: none"> <li>i. Support completion of due diligence of private sector partners including using UNDP Private Sector Risk Assessment Tool, co-ordinating work with the UNDP Country Office, and the international 'Blue Economy' and Sustainable Tourism Development Expert;</li> <li>j. Link (indicator) for one of the outcomes of the IRRF (together with the UNDP Country Office in the Seychelles);</li> <li>k. Support the PPG Team Leader in efforts to secure agreements on project execution and management arrangements and ensure that the project aligns to UNDP-GEF guidance on UNDP execution support (with support from the UNDP CO in the Seychelles);</li> <li>l. Draft management arrangements for the project, assisting the PPG team leader;</li> <li>m. Prepare Project Organization Chart.</li> </ul> <p>3) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u></p> <ul style="list-style-type: none"> <li>a. Consolidate inputs of the international and national consultants into the relevant sections of the project document: threats &amp; barriers analysis; socio-economic situation and institutional layout; relevant national policy and enabling environment; baseline scenario description; project structure; objective, outcomes and outputs; lessons learned and knowledge management;</li> <li>b. Prepare a comprehensive <b>Stakeholder Engagement Plan</b>, based on the stakeholder analysis and consultations, including those with the private sector and with inputs from other consultants;</li> <li>c. Contribute to preparing <b>Environmental and/or social management plan(s)</b> for all risks identified as Moderate or High in the SESP;</li> <li>d. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements.</li> </ul> <p>4) <u>Validation Workshop (Component C):</u></p> <ul style="list-style-type: none"> <li>a. Assist the PPG Team Leader in co-ordinating the validation workshop to present, discuss, and validate the final draft ProDoc and mandatory and project specific annexes (please note that this will likely be a remote workshop);</li> <li>b. Assist with all necessary revisions that arise during the validation workshop; and</li> <li>c. Assist with drafting of the <b>Validation Workshop Report</b>.</li> </ul> <p>5) <u>Final Deliverables:</u></p> <ul style="list-style-type: none"> <li>a. Work plan developed and agreed with the PPG Team Leader;</li> <li>b. Consolidated input of the international and national experts into the relevant sections of the project document;</li> <li>c. Detailed analysis of the baseline programmes;</li> <li>d. Co-financing letters and co-financing description of the Prodoc;</li> <li>e. Overview of technical consultancies/subcontracts for the project;</li> <li>f. Input into Environmental and/or social management plan(s);</li> <li>g. Comprehensive Stakeholder Engagement Plan;</li> <li>h. Assist in preparation of any SES risk management plans and Grievance Redress Mechanism;</li> <li>i. Appropriate inputs provided to the Project Document and Annexes, as agreed with PPG Team Leader; and</li> <li>j. All documentation from GEF PPG (including technical reports, meeting minutes, etc.).</li> </ul> <p><b>Qualifications</b></p> |
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|   | <ul style="list-style-type: none"> <li>▪ Master’s degree or higher in a relevant field, such as natural resource management, environmental management, economics, ecology, conservation biology, or relevant related fields;</li> <li>▪ Minimum 7 years of demonstrable experience in the technical area of marine and coastal management; protected area management; community-based natural resource management or similar;</li> <li>▪ Excellent coordination skills, as well as relationship management skills;</li> <li>▪ Experience in carrying stakeholder consultations;</li> <li>▪ Experience with UNDP project implementation, including quality assurance, SESP, risk management is desirable;</li> <li>▪ Excellent written and oral communication skills in English;</li> <li>▪ Ability and willingness to carry out the PPG process remotely;</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to evolving COVID-19 situation.</li> </ul>  |
| <p><b>Consultant:</b> ‘Blue Economy’ Specialist with a focus on Marine Protected Areas, Fisheries Management, and Marine Spatial Policy and Planning</p> <p><b>Type:</b> National Consultant</p> <p><b>Cost per person-week:</b> \$2,250 (\$450 daily rate)</p> <p><b>Number of person-weeks needed:</b> 12 weeks (60 days)</p> | <p><b>Role:</b> The ‘<b>Blue Economy</b>’ and <b>Marine Spatial Planning Specialist</b> will prepare a series of relevant assessments and provide his/her technical input into the project document preparation under Components 1, 2 and 3 as well as contribute to other aspects of project design as needed. The consultant will have experience in working with marine protected areas and will lead the technical reviews and capacity assessments as well as other studies pertaining to the development of ‘blue economy’ and coastal and marine spatial planning and management.</p> <p><b>Due to the COVID-19 pandemic,</b> it is expected that this PPG process will be carried out remotely, to the greatest extent possible. No travel within the country is envisaged at this point. This consultant will therefore have to have the ability and the capacity to carry out all necessary PPG work remotely, using all available means, e.g., phone and IT technology. Should the circumstances change, the consultant will need to consult with the RTA and the UNDP CO on how best to adjust the workplan.</p> <p><b>Responsibilities and deliverables:</b> The following lists the overall responsibilities and deliverables that will be expected from the consultant. The PPG Initiation Plan provides further and more detailed guidance regarding the tasks and responsibilities of the PPG team and must be followed accordingly.</p> <p>1) <i>Preparatory Technical Studies and Reviews (Component A): Prepare inputs and support the required analyses/studies, as agreed with the Team Leader, including:</i></p> <ol style="list-style-type: none"> <li>a. Provide baseline description and analysis of institutional and policy mandates related to marine spatial planning and expanded MPA system;</li> <li>b. Engage with key stakeholders and agencies (i.e., MEECC, SNPA, SOA, Ministry of Finance, Trade Investment and Economic Planning, Ministry of Tourism, Aviation Ports and Marine, Office of the Vice President, NGOs, etc.) to identify the steps required to establish a <b>strategic co-ordination mechanism</b>, which would allow for discussion and agreement on strategies for the long-term management and financing of the MPA system. Based on these consultations, propose the preliminary process which would enable such a co-ordination mechanism to be established. Identify priority actions for project support under output 1.1.2.</li> <li>c. Consult relevant stakeholders and review the evolution of discussions on the establishment of the proposed authority, which will be mandated to coordinate and manage the implementation of the MSP (tentatively, the new <b>Seychelles Oceans Authority</b>). Assess and identify the type of support that should be</li> </ol> |



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|  | <p>provided by the project to this new agency, if established, to ensure it has the necessary institutional, technical, and financial capacities to effectively implement and govern the MSP process and MPA system (output 1.1.1).</p> <p>d. Conduct capacity assessment of the MSP partner agencies (including Ministry of Environment, Energy and Climate Change, Seychelles National Parks Authority, etc) for effective management, enforcement, and monitoring of the expanded MPA system:</p> <ul style="list-style-type: none"> <li>• Identify existing technical and institutional capacities and gaps and determine the capacity building needs (skills, tools, and resources);</li> <li>• Develop strategies and a capacity strengthening programme to address the identified gaps and needs;</li> <li>• Recommend the most appropriate methodology to measure indicators; identify baseline values; propose mid-term and end-of-project targets; and monitor change in institutional and technical capacities to be developed by the project under output 1.1.3 (e.g., the UNDP Capacity Scorecard or similar).</li> </ul> <p>e. Conduct capacity assessment for the development and implementation of effective financing strategies for the expanded MPA system:</p> <ul style="list-style-type: none"> <li>• Identify the existing technical and institutional capacities, gaps, and determine the capacity building needs (skills, tools, and resources) among key stakeholders to develop and implement the Investment Framework and Strategy;</li> <li>• Identify capacity gaps and development needs for the new Biodiversity Finance Unit which will support the implementation of the Seychelles' Biodiversity Finance Plan;</li> <li>• Develop strategies and a capacity strengthening programme to address the identified gaps and needs;</li> <li>• Recommend the most appropriate methodology to measure baseline indicators; propose mid-term and end-of-project targets; and monitor change in institutional and technical capacities to be developed by the project (e.g., the UNDP Capacity Scorecard or similar).</li> </ul> <p>f. Review the existing capacities of the 'Blue Economy' financial services institutions (including SEYCCAT and DBS) including their capabilities to diversify financing options for the MPA system through supporting sustainable, 'Blue Economy' business models; discuss with these institutions their willingness to participate in the project; identify opportunities for collaboration and outline what steps and processes should be supported by the project to advance the implementation of the 'Blue Economy' in the country;</p> <p>g. Establish baseline levels of protected area management effectiveness (using the GEF-7 METT) for the four priority conservation sites: (1) Ile Cocos Marine National Park; (2) Port Glaud Wetlands and Ramsar Site; (3) Ste Anne Marine National Park; (4) and Aride Special Reserve and propose appropriate mid-term and end-of project METT targets;</p> <p>h. Lead the development of a strategy for the project to support expansion of two MPA sites (Ile Cocos Marine National Park and Port Glaud Wetlands and Ramsar Site), including management plans (output 2.1.1);</p> <p>i. Contribute to the development of a strategy for the project to implement co-management approaches with private hotels in Ste Anne MPA (output 2.1.1), which will be led by the International 'Blue Economy' consultant;</p> <p>j. Develop a strategy for the project to strengthen conservation management on Aride, with support from the International 'Blue Economy' consultant (output 2.1.1);</p> |
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|  | <p>k. Conduct capacity assessment for MPA site-level management, enforcement, and monitoring:</p> <ul style="list-style-type: none"> <li>• Identify existing capacities and gaps among front-line MPA staff and other key stakeholders (including SNPA, ICS, MPA co-managers, private sector, and NGO partners);</li> <li>• Assess and identify existing gaps and needs for effective conservation, management, and financing of the four MPAs which can be used as an input for future development and implementation of conservation management plans and funding/business plans for the four project sites;</li> <li>• Identify capacity development needs (skills, tools and resources) and develop the appropriate capacity strengthening programme;</li> <li>• Recommend the best tool to use (e.g., the UNDP Capacity Scorecards or similar) to measure baseline and evolving capacity levels among targeted stakeholders and propose mid-term and end-of-project targets.</li> </ul> <p>l. Describe the profiles for all project sites, along with preparing all of the required maps, geo-coordinates, and shapefiles, ensuring that all maps used conform strictly to maps accepted by the UN Cartographic Unit;</p> <p>m. Collate baseline data on MPA enforcement actions including number of: illegal activities detected; arrests made; and successful prosecutions for violations of environmental regulations. Review current effectiveness of enforcement actions within MPA project sites and propose the activities that the project can support to strengthen MPA enforcement and monitoring. Recommend indicators for environmental enforcement; identify baseline values; and propose mid-term and end-of-project targets;</p> <p>n. Compile detailed information on key species populations and vulnerable coastal and marine ecosystems (coral reefs, mangroves, seagrass beds) for each pilot site using existing or newly collected data to: determine their conservation status and trends; identify relevant threats; select baseline indicators for effective monitoring and project impact assessment; define realistic mid-term and end-of project targets; and identify any potential information gaps;</p> <p>o. For each pilot site, evaluate what, if any, data on key species populations and vulnerable coastal and marine ecosystems (e.g., coral reefs, mangroves, seagrass beds) should be collected and monitored to support outcome 2.1 as well as output 3.1.1. Recommend which key species and ecosystems should the project activities focus on for each pilot site. Collect and compile the required data, drawing on any data that may have already been gathered. For the selected species and ecosystems: determine their conservation status and trends; identify relevant threats; select indicators for their effective monitoring and project impact assessment; identify baseline values; define realistic mid-term and end-of project targets; and identify any potential information gaps</p> <p>p. Complete a feasibility analysis of the restoration or recovery options for these ecosystems that could be supported by the project; propose the appropriate, science-based, restoration and/or recovery methodology and management plans and identify appropriate site-specific interventions. Carry out an assessment of risks related to coral reef and related ecosystem restoration or recovery efforts, including possible IAS risks. Confirm the feasibility and agree these interventions with key stakeholders within the project sites, especially with the local communities and the private sector;</p> <p>q. Provide marine spatial planning, marine protected area, and fisheries-specific advice and guidance to assist with designing project activities;</p> <p>r. Support other consultants with private sector consultations and the design of collaboration with the Seychelle's 'Blue Economy' financial services institutions;</p> |
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|  | <ul style="list-style-type: none"> <li>s. Support capacity assessments and the design of capacity building programmes to ensure effective implementation of Marine Spatial Plan and effective management and financing of expanded MPAs;</li> <li>t. Carry out a detailed assessment of potential climate change impacts on project activities and pilot sites to ensure that these are reflected in project design. Seek and adopt local and expert advice on how best to integrate climate resilience into project design and implementation.</li> </ul> <p>2) <u>Formulation of the ProDoc, CEO Endorsement Request and Mandatory and Project Specific Annexes (Component B):</u></p> <ul style="list-style-type: none"> <li>a. Work with the PPG Team Leader to ensure relevant findings on the ‘Blue Economy’, marine spatial planning, MPA, and fisheries management are meaningfully integrated into the project strategy, theory of change and results framework, and its implementation are monitored as appropriate;</li> <li>b. Participate in consultations, workshops, meetings etc. and provide inputs to management arrangements;</li> <li>c. Review and verify proposed Outputs and Indicators based on the information gathered during the PPG-Phase and, where appropriate, propose new ones for each Outcome, and establish baselines and targets to be monitored and tracked during implementation, for inclusion in the Results Framework, as appropriate.</li> </ul> <p>3) <u>Validation Workshop (Component C):</u></p> <ul style="list-style-type: none"> <li>a. Participate in, and contribute to the validation workshop (please note that this will likely be held remotely); and</li> <li>b. Support necessary revisions that arise during the workshop, as appropriate.</li> </ul> <p>4) <u>Final Deliverables:</u></p> <ul style="list-style-type: none"> <li>a. Completed METTs for all relevant project sites with the baseline and mid-term and end of project target scores;</li> <li>b. Study describing and analysing institutional and policy developments related to marine spatial planning and expanded MPA system, including the evolution of discussions of SOA;</li> <li>c. Project strategy on the establishment of a strategic co-ordination mechanism for long-term management of the MPA system;</li> <li>d. Capacity development plan for MSP implementation and capacity development plan for strengthening MPA financing capacities;</li> <li>e. Agreed project partnership outline with the ‘Blue Economy’ financial services institutions (SEYCCAT and DBS) on diversify financing options for the MPA system and support of sustainable, ‘Blue Economy’ business models;</li> <li>f. Capacity development plan and strategy for improving field-level MPA capacities on management, enforcement, and monitoring;</li> <li>g. A preliminary list of MPA enforcement and monitoring activities which can be supported by the project to strengthen these capacities;</li> <li>h. Summary report on MPA site-level biodiversity and conservation status, key species, threats, and vulnerable coastal and marine ecosystems (coral reefs, mangroves, and seagrass beds);</li> <li>i. Site-specific coastal and marine ecosystems recovery and/or rehabilitation programme;</li> <li>j. Biodiversity Action Plan (outlining ecosystem rehabilitation/recovery plan and management and IAS prevention), if required under the UNDP SES policy;</li> <li>k. Input to Project Results and Resource Framework, baseline indicators for effective monitoring and project impact assessment; mid-term and end-of</li> </ul> |
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|  | <p>project targets; and the calculation methodology and rationale for the future monitoring as part of the M&amp;E plan;</p> <p>l. Input to threats assessment, baseline analysis, Theory of Change, incremental cost analysis and other project aspects where it concerns management effectiveness of MPAs;</p> <p>m. Appropriate inputs provided to the Final Project Document and Annexes, as agreed with the PPG Team Leader.</p> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>▪ Master’s degree or higher in a relevant field, such as biodiversity conservation natural resource management, marine and coastal biology, or ecology;</li> <li>▪ Minimum 7 years of demonstrable experience in the technical area of marine spatial planning, biodiversity conservation, marine and coastal protected area management, climate change adaptation, fisheries management;</li> <li>▪ Demonstrated understanding of policy and institutional context for marine spatial planning, biodiversity conservation, and ‘blue economy’ development in the Seychelles;</li> <li>▪ Experience in climate risk assessments highly desirable;</li> <li>▪ Experience in carrying out MPA capacity assessments, threat analysis, and carrying out METTs, is required;</li> <li>▪ Excellent stakeholder management skills and discretion highly desirable;</li> <li>▪ Excellent written and oral communication skills in English;</li> <li>▪ Ability and willingness to carry out the PPG process remotely; and</li> <li>▪ Ability to deliver results, while remaining flexible and adaptive in light of challenging circumstances due to evolving COVID-19 situation.</li> </ul> |
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