



Terms of Reference for Individual Consultancy for the Review of **WMA Implementation Strategy (2013 – 2018) and develop a new Strategy and WMA Capacity Development Plan
2022 - 2027**

GENERAL INFORMATION

Services Description:	The consultant will undertake assessments and review of the expired WMA Strategy and develop WMA capacity Development Plan. The consultant is expected to identify gaps and incorporate new and emerging developments including plan for the strategy implementation and Monitoring.
Project Title:	Combating poaching and the illegal wildlife trade in Tanzania through an integrated approach.
Post Title:	Individual Consultant. Groups of Individuals and/or Firms are not eligible for this consultancy assignment (appointment will only be at an individual level)
Duty Station:	Home-based (May travel to project sites, situation allowing)
GEF Focal Area(s):	Multi-FAs; Biodiversity and Land Degradation
Expected Places of Travel:	Dodoma, Arusha, Dar es Salaam, Morogoro, Iringa & any other site to be discussed with Client.
Duration:	30 Working days spread over the period from April to July 2022
Expected Start Date:	Immediately upon signing contract

I. BACKGROUND

Tanzania has been implementing the concept of community engagement in the management of wildlife for more than four decades. Engagement of the community was deemed appropriate in order to protect wildlife resources outside the protected areas. In 1998 the government enacted the Wildlife Policy which provided policy directive for the engagement of the community. The Policy was revised in 2007 to devolve more powers to community through the establishment of Wildlife Management Area (WMA) on village lands. The concept of WMA is underpinned by the Wildlife Conservation Act No. 5 of 2009 and Wildlife Conservation (Wildlife Management Area) Regulations, 2018 as revised in 2020. The implementation of WMA in Tanzania has recorded a number of successes including but not limited to increase in sense of ownership of wildlife by the community, increase in land set aside for conservation of wildlife outside the protected areas, support to community-initiated projects.

It was noted that despite policy and legal framework for management of WMAs, this new form of wildlife management was confronted by many challenges including insufficient funding, inadequate capacity of the community to manage WMAs, inadequate knowledge on how to balance wildlife-based tourism and wildlife conservation, insufficient capacity for biodiversity monitoring and evaluation, inadequate benefit to communities and management of investment in WMAs.



To address these challenges, the Ministry in collaboration with conservation partners, based on lessons from the 10 years practices, developed the Wildlife Management Areas (WMA) Implementation Strategy 2014-2019. The Strategy among others calls for concerted efforts from different stakeholders with a view of achieving active participation of local communities in sustainable wildlife conservation for improved livelihood at the local level. It further envisaged to achieve a win-win situation in the management.

In efforts to enhance community engagement in wildlife management, increase capacity and improve livelihood of the community through participation in the management of wildlife resources, the United Nations Development Programme (UNDP) Tanzania, in collaboration with the Ministry of Natural Resources and Tourism (MNRT) developed a project on combating poaching and the illegal wildlife trade in Tanzania through an integrated approach. This project, which forms part of the GEF-financed, World Bank-led Global Wildlife Program has as its main objective to support Tanzania in enhancing capacity for biodiversity conservation at the national and local levels. **Component 3** of the project is focusing on enhancing management of natural resources for sustainable rural socio-economic development (incentives). This component has four (4) outputs that are envisioned to contribute to the realization of the sustainable socio-economic development of the communities involved. These are i) Capacity support plans for Wildlife Management Area (WMA) governance in the Ruaha-Rungwa ecosystem developed and implemented, ii) Local communities supported with environmentally sustainable income-generating activities, iii) Community-based monitoring networks in poaching hotspots in the Ruaha-Rungwa ecosystem developed and implemented and iv) Communication strategy and national campaign on wildlife crime issues developed and implemented. Achievement of the above outputs requires strong WMAs as a key approach to community engagement which is supported by the wildlife policy and legislations. In 2012 the MNRT in collaboration with other stakeholders specifically WWF and USAID/WCS developed WMA Implementation strategy covering the period 2013 – 2018. Now that implementation strategy tenure has expired the MNRT would like to develop a new strategy for the follow-up phase to guarantee effective community engagement in wildlife management for sustainable socio-economic development.

In that context, UNDP is seeking the services of an individual consultant to assist the MNRT to make an assessment of the effectiveness of the previous WMA Implementation strategy (2013 – 2018) in enhancing community participation in natural resources management for their socio-economic wellbeing, the extent to which the WMA implementation strategy remain relevant in addressing community engagement issues as guided by wildlife management policies and legislations. Further, to develop a new WMA implementation strategy 2022-2027 that will be aligned with national priorities, address the current conservation challenges and emerging issues in the management of WMAs.

Under the overall leadership and guidance of the MNRT in collaboration with the UNDP, the consultant will work closely with PMU and directly with MNRT Team to engage in dialogue and in a process leading to the full review of the previous WMA implementation strategy which has been under implementation since 2013. The consultant will be facilitated and supported by PMU in performing some of the tasks identified in the “scope of work below”. The consultant will also liaise and collaborate with all the key stakeholders who participated

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in developing the previous strategy and those who played a major role in its implementation.

II. SCOPE OF WORK

The Consultant will be responsible for assessing WMA implementation strategy and legislative frameworks (including policies, regulations, strategies, and action plans), mandates, institutional capacities and coordination mechanisms for effective community engagement and develop recommendations to address gaps. Action plan to establish improved enabling conditions for effective community engagement shall also be produced in close consultation with MNRT Team.

Specifically, the consultant will perform at least, but not limited to the following tasks: -

1. Review relevant supporting/background information and documents about the **WMA implementation strategy (2013 – 2018)**;
2. Review the actual implementation of the **strategy**; analyze and provide emerging trends in the community engagement initiatives and outcomes in natural resources management for their socio-economic wellbeing and challenges faced by the country in the processes to effectively engage communities. The Project's Baseline Survey Report will also be a relevant source of information about current trends in community livelihoods and engagement in anti-IWT activities. Within the Baseline Survey Report, special attention should be devoted to the information collected to build Mandatory Indicator 2 of the Project's Results Framework. The review should also take into consideration existing and potential collaborative efforts in community engagement in wildlife management for sustainable socio-economic development in Tanzania and beyond.
3. Conduct assessment of the implementation of the WMA implementation strategy (2013 – 2018) and identify success and gaps in its implementation. Flag out areas of success stories in the implementation during its tenure with specific focus on community involvement and its outcome on socio-economic development of the communities engaged that could be further documented by MNRT.
4. Undertake a review of the MNRT self-evaluation report on the execution of the WMA implementation strategy, examine alignment of the strategy with regional and sub-regional strategies on community engagement for wildlife management, relevant national policies integral to wildlife management, governance issues, benefit-sharing options for local communities, effectiveness in contributing to law enforcement and available options necessary to better situate the **WMA implementation strategy** in the context of national policies, align with newly revised WMA regulations;
5. In collaboration with MNRT, review existing institutional arrangements and mandates governing the effective implementation of the concept of WMA.
6. Facilitate dialogue with relevant agencies for integration and coordination of community engagement approaches in Natural Resources Management - currently not well integrated into the WMA implementation strategy – reflect in institutional arrangements.
7. Assess feasibility for conducting regular reviews of the strategy and adaptive meetings – especially updates on institutional arrangements, regular management reviews and updates. Propose a mechanism for regular review of progress in the implementation of the Strategy to be set up, and the Strategy updated as required.

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8. Develop a revised draft of the WMA Implementation Strategy that will be aligned with national priorities and take into consideration community engagement aspirations proposed in Sub-regional, regional and global Strategy for community engagement in Wildlife Management (eg. SADC –LEAP, EAC – LEAP), relevant to Tanzania, implementation, and M&E plan, including tracking of partnership responsibilities.
9. Based on the WMA Implementation Strategy and the WMA Capacity Needs Assessment conducted 2021, append WMA capacity development plan.
10. Develop harmonized and streamlined reporting tools focusing on key performance indicators; and
11. Present draft revised WMA Implementation Strategy to the Technical Committee for validation
12. Ensure there is a linkage of the draft revised WMA Implementation Strategy with Wildlife Corridor prioritization and action plan given that most WMAs are corridors

The consultant will be required to collaborate closely with staff at the Project Management Unit at MNRT when conducting this assignment, particularly in making consultations and validation meetings.

III. EXPECTED OUTPUTS AND DELIVERABLES

The main output of the consultancy is a revised and updated WMA Implementation Strategy (2022-2027). Based on the scope of work outlined above, the consultant is expected to ensure the delivery of the outputs and deliverables, working in accordance with all MNRT/UNDP requirements and guidance, specific deliverables include the following:

Deliverables

The expected outputs/deliverables will be a report which includes: -

- 1) Inception report with detailed methodology to undertake review of **WMA Implementation Strategy** including a workplan indicating target dates for delivering various milestones.
- 2) A draft report on the analysis of the current status of the functionalities of WMA approach and the supportive provisions in management of wildlife and some best lessons and practices in execution of WMA Implementation Strategy in the period under review;
- 3) Draft of revised WMA Implementation Strategy with logical framework and a draft reporting/monitoring tools.
- 4) Presentation of the report to a technical validation workshop

Proposed time schedule for deliverables: This will be discussed and coordinated closely between the Consultant, the PMU staff and UNDP. However, the final report is expected by end of **July 2022**

The estimation for milestones/deliverables

Expected outputs/ Deliverable	Target due dates	Payment %
1. Inception report with detailed methodology to undertake	Mid-April 2022	20

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review of the WMA Implementation Strategy including a workplan indicating target dates for delivering various milestones		
2. A draft report on the analysis of the status of the functionalities of WMA approach and the supportive provisions in management of wildlife and some best lessons and practices in execution of WMA Implementation Strategy in the period under review	End of April 2022	
3. An initial draft of revised WMA Implementation Strategy with logical framework and a draft reporting/monitoring tools	Mid-May 2022	20
4. Reviewed WMA Implementation Strategy for validation	End of May 2022	20
5. Final Reviewed WMA Implementation Strategy 2022 – 2027 (in digital and hard copy formats) incorporating review comment from UNDP/MNRT	End of July 2022	40

IV.MANAGEMENT AND INSTITUTIONAL ARRANGEMENTS

The consultant will enter into a contract with the UNDP (on behalf of MNRT) and will, on technical matters, report to the Director of Wildlife dw@maliasili.go.tz, PMU and UNDP on contract management issues.

The consultant shall work closely with the client, the MNRT, including all its conservation agencies participating directly in the project implementation (TANAPA, TAWA, TAWIRI, NCAA, TFS). He/she will receive guidance from the PMU/TA throughout the assignment period. At the UNDP country office, the consultant will report to the Head of Programme through the UNDP Environment & Climate Change Practice Area Specialist in terms of contract management. Due to the current restrictions caused by COVID-19, frequent online meetings with different teams may be conducted, with coordination provided by PMU/UNDP.

V. DURATION OF THE ASSIGNMENT

It is envisaged that the consultant will work effectively for 30 days spread over the period from **April to end of July 2022**.

VI. REQUIRED QUALIFICATIONS AND COMPETENCIES

a) Academic Qualifications:

Master's degree or higher or equivalent in a relevant field such as Wildlife/forestry & Natural Resources Management, Environmental law, biodiversity protection or other relevant related socio-sciences.

Experience

- Minimum of ten (10) years of professional working experience in the field of wildlife environment and natural resource management, preferably at the community level.
- Experience in working on wildlife management and law enforcement preferably in developing policies, or strategies related but not restricted to the field of natural

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resource management, law enforcement related to illegal wildlife trade and anti-poaching and/or trade in wildlife species products

- Demonstrated capacity to apply tools/approaches for Results Based Management and Monitoring and Evaluation.
- Knowledge of methodologies for local solutions to economic empowerment and income generation options
- Good knowledge on poaching, trafficking of wildlife specimens, source, transit, and drivers of community involvement in such crimes.
- Demonstrated experience in leading the development of strategic documents in the public sector, such as operational plans, business, and strategic plans
- Proven knowledge and experience in wildlife management policies and conservation programmes desirable
- Fluent in written and spoken English

b) Functional Competencies

- Demonstrated ability to plan, organize logically, effectively implement and meet set deadlines
- Good interpersonal and communication skills, including a demonstrated ability to set out a coherent argument in presentations and group interactions
- Conceptual and strategic analytical capacity coupled with good writing skills
- Proven experience in participatory processes and in facilitating dialogue between Government, Agencies, Development partners, private sector and civil society
- Strong research, and documentation skills

c) Compliance with UN Core Values

- Demonstrates integrity by modelling the UN's values and ethical standards.
- Promotes the vision, mission, and strategic goals of UNDP.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Treat all people fairly without favoritism.

Evaluation Criteria

Criteria	Range	Score
Master's degree or higher in a relevant field such as Wildlife/forestry & Natural Resources Management, Environmental law, biodiversity protection or other relevant related sciences	10	
Minimum of 10 years of professional experience in environment and natural resource management, specifically experience in working on wildlife enforcement	20	
Evidence of undertaking similar assignments in previous engagements	10	
Detailed methodology to undertake national strategy review including holding consultative meetings, target dates for delivering various milestones	30	
TOTAL Technical	70%	

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Financial proposal – 30%

VII. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Individual Consultant shall not, either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP

This TOR is approved by Sergio Valdinì

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Deputy Resident Representative

Date 11 March 2022