



República de Moçambique
Ministério Da Terra e Ambiente
Administração Nacional de Áreas de
Conservação



*Empowered lives.
Resilient nations.*

Terms of reference: Hiring a Company or team of consultants to Elaborate Security Plans

Contracting Entity Ministry of Land and Environment
National Administration of Conservation Areas (ANAC)

Target Areas Zinave National Park, Bazaruto National Park Pomene National Reserve and
Ilhas Primeiras e Segundas Environmental Protected Area

Application 10th May 2022

Deadline 20th May 2022

Starting Date 10th June 2022
Duration 8 months over a period of 90 days

Context

Mozambique is endowed with a diversity of natural resources, habitats and species. In recognition of the value of these resources and the need to preserve them, Mozambique established a network of conservation areas (CAs) that cover around 23 percent of the country's land surface. It consists of seven national parks, 10 national reserves, one environmental protection area, 17 controlled hunting blocks ("*Coutadas*"), over 50 privately run game farms ("*Fazendas de brávio*"), and two community reserves.

The National Administration of Conservation Areas (Administração Nacional das Áreas de Conservação, ANAC) is the main entity in charge of managing CAs and of overseeing the work of entities in charge of co-managing CAs in partnership with ANAC. It was established in 2011 as a parastatal and is guided by its Strategic Plan 2015–2024.

While conservation efforts have been significantly up-scaled since the end of the civil war in 1992, there are several threats affecting biodiversity in Mozambique. Significant increase in wildlife crime has taken place, adding to the pressures caused by uncontrolled subsistence hunting by poor communities. In Niassa Reserve alone, it was reported that 2,600 elephants were poached between in 2010 and 2011. In 2013, after significant on-the-ground anti-poaching efforts, the poaching rate had been reduced to approximately 300-500 animals a year. However, since 2014 the poaching has increased again, now also intensely targeting additional threatened species, such as lions, pangolins and other. Similar threats are reported for the Gorongosa area, indicating that there is a real risk that the wave of illegal poaching may be descending from Niassa to the recovering elephant population of Gorongosa endangering the abundance of other species.

The international market for wildlife products is still of low risk and highly profitable. Organized criminals and syndicates with international outreach are connecting a complex supply chain that often links poor Mozambicans in remote rural areas to traders of varied nationalities, illegal transporting services, and ultimately to consumers, mainly in China, Thailand, USA, and Europe. With significant gaps in Mozambique's enforcement chain the country is being used as a roaming ground for criminals who are set to completely decimate the Mozambique's wildlife, forest, fisheries and marine resources. Subsistence poaching (including in PAs) also threatens a wide variety of globally endangered species. With local communities expanding further into conservation areas and growing populations in need of food and income, the threat to wildlife and forest resources accelerate at alarming rates, nullifying conservation gains of recent years. The livelihoods of most rural communities in Mozambique are highly dependent on the direct use of natural resources, which is often unsustainable and leads to overexploitation.

Since 2018 Mozambique is implementing the GEF 6 project entitled **Strengthening the conservation of globally threatened species in Mozambique through improving biodiversity enforcement and expanding community conservancies around protected areas**. The project will contribute to address poverty alleviation, sustainable development and good governance objectives of Mozambique's Five-Year Government Program (2015-2019). The project supports the Conservation Policy and Implementation Plan 2009-2019 ('Conservation Policy'), which specifically focuses on Mozambique's conservation areas (including the buffer areas) as well as the Law on

Conservancies (2014). It generally supports the implementation of the National Biodiversity Strategy and Action Plan (NBSAP 20152035) and the National Plan of Action to Combat Desertification (NAP). The project will also directly support measures that help Mozambique implement commitments under CITES.

As part of the overall objective of ProBio and as a key aspect of its components, it is important that each target CA is (i) strengthened with its law enforcement capacity (numbers and skills) and (ii) ensure the availability and implementation of security plans. As such, support is needed in the process of recruitment and training of rangers and patrol leaders of the CAs and elaboration of security plans. Preparation of security plans is part of the law enforcement strategy as the platform as part of the mechanisms for prevention against illegal wildlife crimes. The training of rangers fits also within the objectives of the ANAC's program of training Wildlife and Forestry Rangers, in particular on the parts of refresher training and patrol leader training, as seen on the figure below.

Purpose of the Provision of Services

To support ANAC on preparation of a detailed model/structure of the Security Plan for the CAs
Elaborate security plans for the Conservation Areas Network. The plans must be realistic and copy with the current scenario of CA and propose a transition phase until achievement of suitable standards.
Elaborate a standard Operational Procedure for rangers

Specific Responsibilities:

- Establish monitoring plans including means/tools for the implementation appraisal of the Security plans
- Provide a detailed Security Plan¹ for Zinave NP, Bazaruto NP, Pomene NR and Ilhas Primeiras e Segundas Environmental Protected Area, this should include, amongst other things the proposed number of rangers required to secure these CAs.
- Provide a detailed monitoring plan for the target CAs
- Prepare evaluation tools for performance appraisal of the implementation of the Security Plans
- Conduct full assessment of the current security status of targeted CAs

¹ Referred to by ANAC as *Plan of Prevention and Combat to Wildlife Poaching and Trafficking*.

- Identify security gaps and needs (rangers and other assets needed for successful patrolling) for targeted CAs
- Propose changes in patrolling strategies for a dynamic, proactive and innovative law enforcement

Expected Results

A report that reflects in detail the following results:

1. A detailed Security Plan of the 4 conservation areas
2. Detailed assessment report on the security status of each targeted areas
3. Identified critical assets needed for a suitable patrolling and/or implementation of security plans for the targeted areas
4. Roster of security gaps of targeted areas
5. Proposed proactive and dynamic patrol strategies

Duration of the Work: The work shall last for 90 days over 8 months

Form of delivery of the work: The final version of the work shall be delivered in electronic and digital format (in 3 copies for each plan)

Monitoring and supervision of the development of the activities: The work shall be supervised and accompanied to guarantee its quality and alignment with the directives of ANAC, through in-person supervision, regular meetings (in person and by telephone) between the consultants and members of the ANAC-Inspection team and of the ProBio project. A presentation in a workshop, seminar or technical meeting shall be held if necessary.

Academic and professional qualifications

The consultancy company (team leader) must have at least the following profile:

- Advanced university degree (Master's degree or above) in natural resources management, political science, law, economics,
- Have a proven track-record of experience, of at least 10 years, in developing conservation areas of security plans for conservation areas in Africa (experience in the country is an advantage).
- Have specific training in the field of wildlife law enforcement, policy or security forces.
- Have extensive experience and be familiar with modern techniques and methods for monitoring and combating poaching.
- Present recognized and reference letters from various reputable organizations (at least 3) and law enforcement agencies in the region
- Not having been involved in any illegal activity in Mozambique or in the country of origin.
- Include in the team:
 - A Team Leader, specialist in Law enforcement, holding a high education diploma with at least ten (10) years of proven experience in the field of wildlife law enforcement and development of law enforcement strategies in the Southern Africa region, with the ability to work in a team, have good communication skills and facilitation, be flexible, creative and responsible.
 - At least two (2) 5 years experienced personnel in Wildlife Crime Investigation with proven skills in Law Enforcement Patrols, Law

enforcement management, Intelligence and Investigation based operations.

Evaluation Criteria

Criteria	Max. Point
Education	15
Have a proven track-record of experience, of at least 10 years, in developing conservation areas of security plans for conservation areas in Africa (experience in the country is an advantage).	20
Have specific training in the field of wildlife law enforcement, policy, or security forces.	15
Experience in Wildlife Crime Investigation with proven skills in Law Enforcement Patrols, Law enforcement management, Intelligence and Investigation based operations.	15
Have extensive experience and be familiar with modern techniques and methods for monitoring and combating poaching.	20
Experience working in Mozambique;	5
Proficiency of spoken and written English	10
TOTAL max.	100

Candidates scoring 70 or above will be selected for the analysis of their respective financial offers. The financial offers will be evaluated giving the lowest price proposal 30 marks and marking the other more expensive proposals reverse proportionally to the cheapest offer.

The final scoring of short-listed candidates will consider the technical score and the financial score:

	<i>Max 70 points</i>
1. Qualifications	20

2. Experience, skills, knowledge, and attitudes	30
3. Technical proposal	20

Schedule of payments

The contract will be performance-based. Payments will be made against the following deliverables:

Key Deliverables	Payment schedule/amounts
1. Submission of Inception report and workplan	20% of total payment

2. Submission of the first draft of the detailed report of one of the 4 areas covered (30)	30% of total payment
3. Final report submission of draft detailed assessment reports on the safety status of the 3 target areas of study (20)	20% of total payment
4. Approval of all security plans	30% of total payment

12. Approval

This TOR is prepared by:

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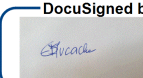
11-May-2022

Name and Position

Lolita Hilário Fundo and Lopes Pereira, PM

Date of signing

This TOR is cleared by:

DocuSigned by:

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11-May-2022

Name and Position

Eunice Mucache, HOD, ENRCCR

Date of signing

This TOR is Approved by:

DocuSigned by:

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11-May-2022

Name and Position

Francisco Roquette, Deputy Resident Representative

Date of signing

