

Personnel standards of the Service Provider are as follows:

General qualification/ common requirements for all the team members

- Strong knowledge on natural resource management in particular protected area management, and biodiversity conservation;
- Experiences of working with national and local governments, civil society organizations, donors is preferable;
- Experience in managing extreme workload and working under pressure;
- Good knowledge on policy, procedure and natural resource actors or stakeholders involving natural resource management;
- Experience in developing report to Donor or Government by providing list of 5 (five) evidence except for Admin and Finance Assistant

Previous work experience in South-East Asia especially Indonesia is highly desirable.

a. One (1) Team Leader/Coordinator:

- Master's Degree with minimum fifteen (15) years of experience in biodiversity conservation and protected area management, including 5 years in a senior position.
- Advanced postgraduate degree in biodiversity conservation, environmental science, natural resource management or relevant qualifications.
- Proven track record of project management, including project development, implementation and backstopping, staff supervision and budget oversight
- Experience in at least two of the main subject fields (illegal wildlife trade, protected area management, biodiversity monitoring, community engagement and PA co-management) as well as sustainable financing is compulsory.
- Experience in managing international funded projects related to the environment in the last ten (10) years;
- Experiences in Capacity Score Card, METT and relevant management tools are compulsory
- Demonstrate ability to manage and motivate people in a complex environment;
- Ability to reach out to a local network in the district and province, in particular conservation network;
- Demonstrated ability to work across relevant stakeholders, such as local communities, NGOs, CSOs, national and sub-national levels of government and the private sector in Indonesia;
- Experience in training on environmental and/or forestry issues related with climate change activities, and in post-training assessments, for district, provincial and national officials as well as individuals from relevant NGOs/CSOs and community groups is an advantage;

b. One (1) Expert on Protected Areas Management and PA System Planning

- Bachelor or Master degree in Ecosystem/Biodiversity/Environmental conservation/management, Biological science and/or other relevant fields;
- A minimum of 10 years of experience for Bachelor Degree and 5 years of experience for Master Degree in working with international organization in particular related to Protected Area management and Biodiversity Conservation;
- Relevant trainings in one of the areas related to natural resources/ecosystem planning is a strong advantage.

- Experiences in developing and integrating environmental economic tools and approach into planning and management practice across sectors;
- Experiences in the integration of biodiversity and carbon management into planning and management practice across sectors;
- Experiences in development of institutional capacity building for protected area management;
- Having knowledge on capacity development assessment and evaluation of PA Management effectiveness are of highly advantages

c. One (1) Biodiversity Monitoring and Species Conservation specialist (International):

- Master's degree or higher in Biodiversity conservation or related science.
- Relevant education and/or trainings in one of the areas related to natural resources/nature conservation is a strong advantage.
- Minimum of 10 years professional experiences in biodiversity conservation monitoring -related activities.
- Expert knowledge in the conservation issues and species of Sulawesi Region/Wallace will be an advantage
- Knowledge and experience implementing biodiversity monitoring programs and developing species conservation strategies in Indonesia is compulsory.
- Broad geographic experiences, including in tropical biodiversity conservation.
- Strong, demonstrable skills in data organization, management, and analysis, including experiences in work with database and GIS platforms.

d. Two (2) Experts on Wildlife Trade

- Bachelor degree in Ecosystem/Biodiversity/Environmental management, Zoological/Biological Science or other relevant field;
- Relevant trainings in one of the areas related to law enforcement, environmental laws, natural resources/nature conservation is a strong advantage.
- A minimum of 10 years (international) and 5 years (national) of experiences in the field of wildlife trade, wildlife conservation, environmental law or related area;
- Broad geographic experiences, including in tropical biodiversity conservation.
- Experience in developing anti-wildlife trafficking strategies and training government law enforcement agencies in Indonesia is compulsory.
- Proven experience in national policy implementation relating to combatting illegal wildlife trade.
- Strong, demonstrable skills in data organization, management, and analysis, including experiences in work with database and GIS platforms.

e. One (1) Expert Environmental Economist

- Minimum Master degree with expertise in the area of Resources Economics, Environment Economics, or other relevant fields or a comparable experiences in the field;
- A minimum of 5 years of experience on ecosystem valuation and economic analysis in the biodiversity-related field;
- Previous experiences in developing economic information for the biodiversity planning documents is a strong advantage

- Experience in processes or project focussing on ecosystem valuation and economics aspect of biodiversity, protected area financing;
- Experiences in awareness, capacity development and training activities for government agencies, national NGOs and other corporate sector would be an advantage ;
- Familiarity with national policy priorities in the area of environment, economic development and public finance management.

f. Two (2) Experts Environmental Financing

- Bachelor or Master degree in Finance Environmental Economics, or others relevant areas preferable with exposure to natural resources/biodiversity conservation;
- A minimum of 10 years (international) or 5 years (national) of experiences international funded project on PA system financing plan and Diversification of financing sources for PA management;
- Strong skills in economic and financial analysis, evaluation and reporting;
- Proven experience developing and integrating environmental economic tools and approach into planning and management practice across sectors;
- Familiarity with national policy priorities in the area of environment, economic development and public finance management;

g. One (1) Expert on Integrated land-use planning

- Minimum Bachelor degree in Land use/spatial planning, Ecosystem planning/management, environment Planning/management, ecology, or other relevant fields;
- Minimum 5 years of professional experience in the field of development/review of 'ecosystem oriented' spatial/land-use plans
- Previous experience/knowledge in incorporation of ecosystem protection principles in the spatial planning processes in the countries of the wider region shall be considered an advantage.
- Knowledge of provincial and district spatial planning processes and conservation regulations in Indonesia;
- Significant relevant experience in spatial mapping at the local level

h. One (1) Expert on Community Development and Gender Mainstreaming

- Minimum Bachelor degree in Development Study, Community Forestry, Rural development, Conservation area management, Social Science or other relevant fields;
- Minimum 10 years of professional experience in the field of community Forestry, Protected Area co-management, Community empowerment development/review of community forest management, and a record of at least 5 successfully completed relevant assignments on PA co-management;
- Having relevant trainings in Community empowerment and Gender Mainstreaming are an advantage;
- Previous experiences/knowledge in incorporation of ecosystem protection principles in community forestry processes in the countries of the wider region shall be considered an advantage.
- Having skill in conducting capacity development and public consultation and consensus activities for government agencies, national NGOs and other corporate sector;

i. Two (2) Experts Institutional Capacity Development

- Minimum Bachelor degree or higher in Social Science, Public Policy, International Development, Business Administration Planning/Management, or related fields.
- A minimum of 10 years (international) or 5 years (national) of professional experiences in institutional capacity building in environmental agencies
- Knowledge of human resources policies, practices and procedures and ability to apply them in an organizational setting.
- Experiences in development of protected area management competence standard of various categories, strong background in RBM is an advantage.
- Having knowledge on capacity development assessment and evaluation of PA Management effectiveness are of highly advantages

i. One (1) Administrative and Finance Assistant:

- Diploma 3 in secretary/business/management or a related field with minimum three (3) years of experience in project administration, financial management and organization of events.