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## The World Wide Fund for Nature (WWF) Cameroon Seeks a Consultant for WWF TRIDOM LANDSCAPE PROGRAMME EVALUATION

**Want to make a positive difference to the future of people and our one shared home, the Earth?**

**Working with WWF could be your opportunity of a lifetime:**

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. And that nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

**What we do:**

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to business and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

**Background:**

The Tri-National Dja-Odzala-Minkebe (TRIDOM) Landscape covers nearly 10% of the Congo Basin rainforests (178,000 km<sup>2</sup>) in Cameroon, Gabon, and Congo-Brazzaville, and currently includes 11 protected areas (in total 42,319 km<sup>2</sup> or 24% of TRIDOM ). TRIDOM holds the largest Forest Elephant population in the Congo Basin (estimated at up to 40.000<sup>1</sup>, though rapidly declining) and harbours most of the biodiversity typically found in Central Africa's rainforests, including both western lowland gorillas and central chimpanzees (great apes: estimated at up to 140.000). Most of TRIDOM has a human population density of 1-2 inhabitants per km<sup>2</sup>, with people living in small towns and villages along the sparse road network. An estimated 10,000 Baka indigenous people inhabit TRIDOM. With a forest cover of 97% and a deforestation rate of 0.2% per decennium (1990-2010) it is one of the most intact forest blocks in the Congo Basin. TRIDOM has low road density and few easily navigable rivers. However, the development of a growing logging road network and public road improvement have led to a big increase in bush meat trade while the tenfold increase in ivory prices (2005-2012) has led to TRIDOM being one of Africa's ivory poaching hotspots.

*Government recognition*

TRIDOM is covered by a 2004 agreement, by which the three governments commit to a coordinated approach and sustainable development of the interzone in between protected areas. It is also one of the 12 COMIFAC-recognized priority transboundary conservation programmes in the Congo Basin. TRIDOM is also proposed as a "Man and Biosphere" Reserve (UNESCO-led feasibility study on-going). In 2014, the three governments also signed an anti-poaching collaboration agreement which provides the procedures that bi- or tri-national joint patrols must follow. It creates a new structure (the TRIDOM brigade) and allows bi-national patrols to enter up to 20 km into a country's territory.

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<sup>1</sup> A recent study indicates that global Forest Elephant numbers may be twice as high, following the use of a new technique, based on DNA analysis

<https://www.sciencedirect.com/science/article/pii/S2351989421004443?via%3Dihub>



### Scope of the evaluation

This evaluation will cover all activities and strategic interventions implemented by WWF Cameroon, Gabon, and Republic of Congo, which relate to the TRIDOM Strategic Plan developed in 2019. It will cover activities funded by other donors such as the EU, other WWF NOs, Foundations etc. where relevant. The final evaluation report will be shared with partners participating in the TRIDOM conservation work in Cameroon, Gabon, and Republic of Congo, as well as with involved WWF offices.

### Purpose of the evaluation

The evaluation is being done in order to provide an informed opinion on the status of the WWF TRIDOM Strategic Plan FY20-24 and provide advice for evolution of this strategic plan.

Proposed objectives of the Tridom Landscape Evaluation include:

- Determine effectiveness of the strategies for achieving impact within the landscape context
- Determine external factors influencing its results (outcome and goal level)
- Strengthening partnerships and inclusiveness in the program
- Inform the further development of the TRIDOM Strategy
- Evaluate the current functioning of the institutional bodies of TRIDOM and the Relations between the stakeholders both at the political level and at the technical and operational levels, between the states and between a state and its technical and financial partners

### Audience for the Evaluation

The evaluation is commissioned by WWF Cameroon in the framework of the TRIDOM contracts with WWF Netherlands, but is also relevant to other Network donors such as WWF Germany, France, Switzerland, Belgium and International. The evaluation is to be followed-up by clear management responses of WWF Cameroon and WWF Gabon (also representing WWF in Congo).

### Guiding questions:

Main questions for this evaluation include:

- What results (outcome and goal level) were achieved in the various parts of the Tridom landscape for the five strategies and how did these five strategies contribute to the stated outcomes and the overall goals of conservation and development?
- What would have happened without the program (counterfactual)?
- How do the different strategies strengthen each other?
- Are the operational elements of the landscape program in place to deliver the program efficiently?
- What has been the role of using the landscape approach in achieving impact?
- What is the added value of collaboration/working in the landscape in Tridom?
- What approaches worked/ did not work and why? What lessons can be learned and exchanged among the different parts of the landscape, and what lessons can be transposed to other landscapes?
- What adaptations are needed for the TRIDOM Strategy, its partnerships and implementation?
- What lessons were learned on doing a landscape evaluation?

### Approach and Methodology

TRIDOM landscape evaluation will be an inclusive evaluation (evaluate with communities, local governments, and regional governance bodies (i.e. COMIFAC)) combined with a mix of internal and external facilitation and workshops.

**Step 0:** To facilitate the landscape evaluation, the external facilitator/reviewer will review a set of documents and conduct interviews with the program managers, the landscape coordinators and other relevant stakeholders

**Step 1:** Based on guidelines developed with an external facilitator/reviewer, the WWF program managers/staff will conduct an in-country review with inputs from partners, stakeholders, communities and indigenous people and harvest a round of outcomes and impacts on the five strategies;

**Step 2:** The external reviewer will convene an online workshop to share these findings and lessons learned in a Tridom exchange workshop (regional), facilitated by the external facilitator/reviewer, and discuss recommendations for update of the TRIDOM Strategic Plan;

**Step 3:** The external reviewer will prepare a final Evaluation report, including recommendations to adapt/update the TRIDOM Strategic Plan

**Step 4 (after the evaluation, and not part of this TOR):** The program managers will present the results of the workshop at their respective landscape levels to refine for local level adoption and implementation.

**Step 5 (after the evaluation, and not part of this TOR):** The TRIDOM Strategic Plan is updated accordingly and published.

The external reviewer/facilitator/team will work together with a WWF NL peer with experience in conducting landscape/ eco-regional evaluations.

In close collaboration with the program managers the external facilitator/reviewer will:

- Develop guidelines for a systematised review with local communities, indigenous people and local governments for harvesting the main outcomes of the five strategies, and the main impact;
- Develop guidelines of desktop review with supporting interviews with WWF staff and partners on governance and operational aspects of the landscape program
- Substantiate the (internal) outcomes and discuss first findings and recommendations with each of the country teams;
- Develop the agenda and sense making of the regional workshop as mentioned under step 2 and facilitate the regional workshop;
- Draft the Landscape Evaluation draft report with the main findings and recommendations for the future, including a comparative analysis among the participating countries on what works, why, when, and distilling context variables;
- Based on feedback from the main stakeholders, write the final evaluation report.

Updating the TRIDOM Strategic Plan is done by the WWF program managers and landscape coordinator and is not a task of the reviewer/facilitator.

The following documents will be made available for review and assessment:

- TRIDOM Strategic Plan FY20-24
- TRIDOM Monitoring Plan
- TRIDOM Cameroon Jengi program documents
- Green Commodity Landscape Program (GCLP) program documents
- MoMo4C program documents
- Responsible Forest Mangement in Yokadouma and Ngoyla Council Forests program documents
- Tridom Technical Support & Coordination program documents
- TRIDOM ETIC / Messok Dja program documents (inc. ESSF mitigation plan)
- TRIDOM Ntokou Pikounda program documents
- TRIDOM Gabon program documents
- Office strategies, annual workplans and budgets
- Past evaluation reports

#### **Profile of the external facilitator(s)/ reviewers and requirements for the proposal**

WWF is seeking for one facilitator/reviewer or team of facilitators/reviewers that fulfils the following requirements:

- MSc or higher in the field of inclusive conservation (ecology; natural resource management; sociology, social forestry etc.);
- Proven extensive experience in conducting and facilitating evaluations, and especially evaluations at strategic level;
- Proven facilitation skills;
- Proven track record of successfully organizing virtual workshops
- Experience in the region (Cameroon, Republic of Congo, Gabon);

- Fluency in English and French, both in spoken and written words.

The external facilitators/ reviewers will be requested to write a proposal for this review. Proposals must include the following:

- A description of the evaluation/ facilitation approach and methods, including a brief description on how you are going to approach setting up a regional online workshop (step 2 in the Approach & Methodology section)
- Background and experience of the evaluator / evaluation team.
- Examples of recent work – these can be included as an annex or through web links.
- Full contact details.
- A timeframe and schedule for the evaluation.
- A detailed budget which includes per diem rates and total costs by area of work /activities. The budget should be no greater than the equivalent of €26,000
- Proposals should be no more than 6 pages in length.

## EVALUATION TIMELINE

### Timeframe

January 2022	Publishing request for proposal
31 January 2022	Deadline for proposals
10 February 2022	Finalisation vetting proposals
15 February 2022	Recruitment external facilitator
February 2022	Start landscape evaluation
25 March 2022	Draft report
15 April 2022	Final report

The evaluation will take place in two phases:

1. Desk evaluation in February, 2022. Documents will be provided by the respective offices in advance.
2. Field visit, stakeholder consultations and regional workshop in March/April, 2022

### Selection Process

A small team of WWF staff will review proposals based on quality of the proposal (40%); CVs of the facilitator(s)/reviewers (30%), and the budget (30%).

### Deadline for applications

Proposals must be submitted by e-mail in **ONE DOCUMENT** to [recruit-cam@wwfcam.org](mailto:recruit-cam@wwfcam.org) with Jaap van der Waarde [jwaarde@wwfcam.org](mailto:jwaarde@wwfcam.org) in copy by February 07, 2022.

Similar, all questions may be directed to to Jaap van der Waarde and a background document on the WWF Tridom Programme is available by email upon request.

*WWF is an equal opportunity employer and committed to having a diverse workforce*