

TERMS OF REFERENCE:

**RECRUITMENT OF A CONSULTANT TO DEVELOP A TRAINING MODULE ON
HUMAN RIGHTS AND ETHICS IN PROTECTED AREA MANAGEMENT**

February 2020



1. BACKGROUND AND JUSTIFICATION

The Network of Forest and Environmental Training Institutions of Central Africa (RIFFEAC), is the technical partner of the Commission of Central African States (COMIFAC) for the implementation of the sub regional convergence axis plan, on training and research for the Forest - Environment sector. The RIFFEAC is a platform for collaboration between some twenty (20) forestry and environmental training institutions in nine (9) COMIFAC countries. It is responsible for updating and harmonizing the training programs provided in the sub region regarding the Forest-Environment sector and making available, better-performing staff to fill the gap between the skills required and the job offers in the sub-region. In August 2014, with funding from the U.S. Agency for International Development (USAID), RIFFEAC and the U.S. Forest Service Office of International Programs (USFS-IP) agreed to translate natural resources planning guides into training programs. Following the success of this first collaboration, RIFFEAC agreed to provide its expertise for the development of an additional module on human rights and ethics for protected area management.

The growing interest in protecting the environment in general and ecosystems and biodiversity in particular has pushed several African states to establish protected areas in their territory. In Central Africa sub-region, numerous national parks have been established. Among them, some are still focused on integral protection to keep wilderness and preserve biodiversity from human action. In many cases, rural communities which traditionally rely on bush meat, hunting, fishing and non-timber forest products for their livelihood have therefore been seriously impacted by conservation-related restrictions as they were forced to leave their land or face restrictions.

Additionally, countries have also adopted a sustainable management approach for protected areas. However, there are still an impressive list of threats that seriously undermine the effectiveness of protected area management, notably: lack of funds, shortage of qualified personnel, institutional weakness, lack of political support, and weakness in the legal framework and enforcement. In some cases, governments have been forced to collaborate with the army to stop armed-poachers, but this option has also brought human right abuses and related crimes. These issues have forced some authorities to revise their conservation staff training, but recent evaluations indicate there are still many institutional weaknesses due partly to the lack of qualified personnel, but also the quality of training courses. With the support of USAID, RIFFEAC and USFS-IP agreed to fill some of the gaps by designing a training module on protecting human rights targeting eco-guards and conservation staff and students.

Thus, RIFFEAC in partnership with USFS-IP is seeking a consultant, whose main mission will be to design a training module on protecting human rights and ethics in the management of protected areas.



Objective of the mission:

The purpose of this mission is to develop a training module for protected area management professionals and students' which reviews conflict management in protected areas, especially needed protections of human rights and ethics in the management of protected areas.

The specific objectives assigned to this mission are:

- Propose theoretical and practical guidelines on the respect of human rights and ethics in the management of protected areas;
- Design a human rights module on human rights for conflict management in protected areas; and
- Propose a strategy for integrating these programs into the curricula of forestry and environmental training institutions in Central Africa.

2. CONTENT OF THE MISSION

The expected training program must reflect international standards of best practice to protect human rights and ethical management of protected areas, while considering the specificities and realities of the Central Africa sub-region. It must be simple but relevant, consistent and coherent to permit easy usage by practitioners and trainers.

3. SCHEDULES AND EXPECTED DOCUMENTS

The consultant will produce a training module entitled "Conflict Management in Protected Areas in Central Africa: Ethics and Respect for Human Rights", for professional training schools before the 31st of May 2020.

Fees (lup sums) and payment modalities

Fees for this consultation will be discussed between the two parties before the contract is signed. The payment of the fees will be made upon deposit of all expected deliverables. RIFFEAC shall pay to the Consultant the amount of agreed fees within fifteen (15) days after the submission of the deliverables, and upon presentation of the invoices.



4. EXECUTION AND SUPERVISION OF THE MISSION

The present mission is expected to be carry out in twenty-five (25) days in accordance with these terms of reference, and RIFFEAC sub-regional guidelines and policies for training in Central Africa.

The results proposed will be examined during a validation workshop with the participation of the Consultant. The comments and observations made to this effect must be incorporated into the submitted document in order to produce the final version.

The consultant will work under the technical and administrative supervision of RIFFEAC and will ensure compliance with the policies and strategies of the Partners involved in the forestry and environmental training policy in the Congo Basin.

5. PROFILE OF CANDIDATE

Interested candidates must meet the following requirements:

- Holder of a master's degree in forest / environmental sciences or any equivalent degree;
- Demonstrate good knowledge in the domain of sustainable management of natural resources and conservation of biodiversity in the Congo Basin;
- Demonstrate experience in conflict management, especially human rights and ethics in protected areas management;
- Demonstrate experience of working in forest programs / projects aimed at sustainable management of natural resources;
- Should have at least ten (08) years' experience in training and capacity building;
- Demonstrate proven work experience in the technical development of professional and academic training programs;
- Have a good capacity to analyze and write technical and academic documents.

6. COMPOSITION OF FILE AND TERMS OF SUBMISSION

Interested candidates should submit their application by email to: secretariat@riffecac.org and olivier.sene@fs-ip.us with the mention "Conflict Management in Protected Areas in Central Africa: Ethics and Respect for Human Rights" before the **20th of march at 12:00 pm latest**.

The application should include:

Technical submission:

- A note presenting the applicant's understanding of the mission



- its methodology and work plan
- with a chronogram as well as any comments on the terms of reference of the mission.
- A detailed curriculum vitae containing information showing that the applicant has the required qualifications, experience and abilities for the task
- List of references of similar services and comparable mission experiences;

Financial submission:

The financial submission should include:

- signed letter of submission including the submission offer
- Detailed costs of the submissions.