



## Terms of Reference

### Recruitment of an international consultant, expert in Conservation

<b>Institution / Project Owner</b>	DRC, Ministry of Environment and Sustainable Development/Sustainable Development Department (DDD)
<b>Implementation institution</b>	Wildlife Conservation Society (WCS)
<b>Project</b>	Elaboration of the national strategy 30x30 plan
<b>Vacancy</b>	International Consultant – Expert in conservation
<b>Contract term</b>	35 Days in Kinshasa with limited local travel
<b>Report</b>	GCF – Program Coordinator

### 1. Background

The Wildlife Conservation Society (WCS) is a private, nonprofit, tax-exempt U.S. organization, founded in 1895, that saves wildlife by understanding critical problems, developing science-based solutions, and taking conservation action that benefits nature and humanity. With over a century of experience, long-term commitments in dozens of landscapes, a presence in more than 60 countries, and a track record of creating more than 150 protected areas worldwide, WCS has accumulated the biological knowledge, cultural understanding, and partnerships needed to ensure that wild places and wildlife thrive alongside local communities. Working with local communities and organizations, this knowledge is applied to address species, habitat, and ecosystem management issues critical to improving livelihoods that depend on the direct use of natural resources.

### 2. Position Summary

WCS is a GCF Readiness Delivery Partner (DP) in support of the DRC's National Designated Authority (NDA), the Ministry of Environment and Sustainable Development (MEDD) as part of this work. WCS is seeking a highly qualified and motivated expert in conservation to compile/synthesize all inputs from the diverse consultants and WCS staff experts and develop the first draft of the 30x30 national strategy in coordination with the various stakeholders. The conservation expert will also be expected to finalize the strategy document through a collaborative and inclusive process including stakeholders' consultations and consultative workshops. Conservation expert will work closely with WCS Senior Policy Advisor, consultants, and particularly with the Conservation Finance expert.

### 3. Technical Focus

The incumbent will ensure compliance with the projects aligning with donors and WCS policies.

#### 4. Tasks and responsibilities

- Based on the documents produced by the other consultants, compile the various information relating to the DRC's vision of conservation, climate commitment, and other effective conservation measures (OECMs), considering the analysis and possible options for conservation recommendations and expansion in both permanent and non-permanent forest areas in the DRC. This analysis will involve interaction with ICCN, the Climate, Biodiversity, and Peatland Focal Points, as well as partner programs aligned with these same objectives, including Natura Africa UE, CAFI, UNEP Congo Basin RDC, the DRC Country package with WRI, etc.
- Assess the current state of protected areas in general and ensure integration of Protected and Conserved areas (PCAs), OECMs as well as , in certain cases, Indigenous and traditional territories (ITTs) in the national 30x30 process and strategy.
- Provide a comprehensive analysis of policies relating to protected areas and biodiversity management, with applicable recommendations in line with national conservation policies.
- Identify the most appropriate processes and tools to ensure effective implementation of Target 3, as well as capacity needs assessment tools to ensure inclusion and equity as essential elements of management. Approaches, tools, and methods must be developed or adapted for indigenous territories and other types of governance, specific domains, biomes, and regions, including by rights holders and relevant stakeholders. Indicators should take account of local and global concerns, and where these differ.
- Emphasize a mosaic approach. Protected land areas must be integrated with the conservation of inland waters, coastal and marine systems, as well as ecological corridors and sustainable management in the rest of the landscape.
- Choose the optimum management approach. Many protected areas, and even more OECMs, support a variety of uses, but these sites are not just about sustainable use. Knowing what is and isn't compatible with conservation is a major challenge.

#### 5. Minimum Requirements

- At least 15 years of experience on conservation, climate and 30x30 policies and practice
- Demonstrated experience in the Congo Basin and ideally DRC
- Strong expertise in protected areas and other conserved areas landscape, including on governance models
- Demonstrated knowledge of international best practices in terms of right-based approach and social safeguards
- Demonstrated experience in working with a diversity of stakeholders and in multicultural environment
- Demonstrated analytical skills in both French and English
- Excellent writing skills, demonstrating clarity, accuracy, and an ability to summarize in both French and English
- Excellent communication skills

- At least a master's degree in forest ecology, natural resource science- Biology- Agronomy, forest landscape, economic geography, development, applied statistics, landscape planning, or equivalent qualifications combined with financial skills, project submission

## 6. Selection Criteria

As WCS is an equal opportunity employer committed to recruiting and supporting a diverse workforce (qualified women and people from all ethnic backgrounds), interested candidates are invited to submit their CV, a cover letter outlining relevant experience, and a sample of a gender strategy or similar document developed for a previous project. Please send applications to [wcsdrcongo-recruitment@wcs.org](mailto:wcsdrcongo-recruitment@wcs.org) by **December 11, 2024**.

Application deadline: December 11<sup>th</sup>, 2024, at 11.59 Goma time.