



IUCN ECARO
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- Prepare a detailed methodology for the report on capacity and competency needs of protected areas in the Republic of Serbia and a detailed work plan, in consultations with IUCN ECARO team and the international consultant. In preparation of the methodology in consultations with IUCN ECARO define a sample of protected areas that will be included in the analysis. Sample has to include several examples of each category, size range, ecosystem type, geographical area and management structure; private vs public, industry vs conservation etc.
- Prepare a report on capacity and competency needs of protected areas in the Republic of Serbia. **Details of the report are listed below.**
- Support the international consultant to prepare a methodology for consultation meetings with key stakeholders, which should include protected area managers, duty-bearing government authorities, institutes, local governments and communities, non-governmental organizations, and relevant experts.
- Conduct consultation meetings with key stakeholders in order to gather stakeholders' perspectives, concerns, and recommendations to enhance capacity building efforts.
- Prepare a summary report

those opportunities (current training programs, tools, and resources available for protected area management).

- Analysis of existing informal training initiatives and educational programs for protected areas management, and assessment of their impact on building capacity.
- Identification of potential strategic partnerships between protected areas and other institutions to enhance capacity building efforts.
- Exploration of formal education and certification options in the field of protected area management.
- Overview of the different approaches to building the capacity of institutions and provision of training for staff in relevant sectors (e.g., spatial planning, agriculture) on PA management issues.
- Clear and actionable recommendations, evidenced by the above analyses and assessments.

DELIVERABLES

The consultant is required to submit the following deliverables to IUCN:

Deliverable	Description	Deadline
1	An inception report including methodology, detailed workplan and timeline	One week after signing the contract
2	Summary report on interviews and focus groups with relevant stakeholders with initial findings (institutions, protected area managers)	15 December 2023
3	Draft report on capacity and competency needs of protected areas in the Republic of Serbia (in English)	15 January 2024
4	Final report (in English with summary in Serbian language)	19 February 2024
5	Presentations and participation at the validation workshop as agreed with the IUCN ECARO Office	28-29 February 2024

LANGUAGE

English will be the working languages for the assignment and deliverables.

The consultant should anticipate that interviews and focus groups may need to be conducted in Serbian language and plan resources accordingly.

DURATION OF THE ASSIGNMENT

The duration of the assignment extends over the period from the of signing of the Agreement until February 29, 2024.

RESPONSIBILITIES AND COMMUNICATION

The Consultant is mandated by IUCN ECARO for all the tasks and deliverables described in this TOR. All deliverables need to be submitted to IUCN ECARO in English by the given deadline.

PRICING INFORMATION

The maximum available budget for this consultancy is estimated at **USD 16,000.00** including VAT and assignment-related travel costs (i.e. accommodation, transport and subsistence costs).

REQUIRED QUALIFICATIONS

- Relevant education and demonstrated expertise in biodiversity conservation, natural resources management, environmental sciences, environmental law, socio-ecology or related field;
- Minimum 5 years of experience in developing and delivering capacity-building programs, focusing on institutional strengthening in the context of capacity and competency needs assessment for protected area managers;
- Knowledge of capacity development program internationally established initiatives, tools and standards such as IUCN WCPA Capacity Development Program, Strategic Framework for Capacity Development in protected areas and other conserved territories 2015-2025 Global Register of Competences for Protected Area Practitioners etc;
- Knowledge of global and EU frameworks and conventions relevant for nature protection and protected and conserved areas management, including the Convention on Biological Diversity, EU Biodiversity Strategy for 2030, Agenda 2030, and EU policies i.e. EU Green Deal and the Green Agenda for the Western Balkans, etc.;
- Experience working in or with protected areas, conservation organizations, or government agencies involved in environmental management;
- Demonstrated experience of collaboration with government agencies, international and nongovernmental organisations (INGOs and NGOs);
- Experience conducting needs assessments, particularly in the context of capacity and competency development;
- In-depth knowledge of policy and legislation related to protected and conserved area governance and management in Repu/ reW*BT11 0t1 106498.4T0 g0 G[)JTJTCMC