



REQUEST FOR EXPRESSION OF INTEREST (REI)

Wetland Management Specialist for Agusan Marsh Wetland Sanctuary (AMWS)

The ASEAN Centre for Biodiversity (ACB) is an intergovernmental regional centre of excellence established through an agreement among the Governments of the Member States of the Association of Southeast Asian Nations (ASEAN) in 2005. The ACB facilitates cooperation and coordination among the members of ASEAN, and with relevant national governments, regional and international organisations, on the conservation and sustainable use of biological diversity and the fair and equitable sharing of benefits arising from the use of such biodiversity in the ASEAN region. Since its establishment, the ACB has lived up to its mandate of strengthening national and regional capacity for biodiversity conservation.

The ACB, in partnership with the UK Palladium and the Global Environment Centre (GEC), is currently implementing the project, Enhancing Conservation and Restoration of Wetlands and Peatlands in ASEAN as Effective Sinks and Reservoirs of Greenhouse Gases (EnCORE Wetlands). This two year project, approved under the ASEAN-UK GTF and delivered through the UK Partnering for Accelerated Climate Transactions (UK PACT) Programme, aims to accelerate emissions reductions through the conservation, protection and restoration of carbon-rich wetland and peatland ecosystems, in the ASEAN region – reducing the impact of climate change on the most vulnerable ecosystems. Specifically, the project aims to: (i) improve inclusive site management plans and implementation in pilot sites integrate climate mitigation and restoration opportunities; (ii) improve measurement of carbon stock and emissions reductions in pilot sites demonstrate the positive contributions wetlands and peatlands make in reducing climate change impacts; and (iii) improve nature-based economic opportunities in local communities and stakeholders to decrease pressures on wetlands and peatlands ecosystems.

In line with the project objectives, the ACB is seeking dynamic, innovative, and committed candidates for the position of Wetlands Management Specialist to: (i) lead the technical training on nursery establishment and management; (ii) facilitate key informant interviews to support collaborative action planning; and (iii) provide evidence-based recommendations on restoration measures to be implemented in Agusan Marsh Wildlife Sanctuary (AMWS) using grant funds.

The Wetlands Management Specialist is expected to deliver the following:

1. Conduct a capacity development activity with indigenous peoples and local communities to equip them with the knowledge and skills necessary in seedling propagation, including nursery establishment and management for the production of quality planting materials for restoration activities.
2. Develop a collaborative action plan that integrates climate change impact mitigation elements and other restoration measures, utilising inputs from identified stakeholders of the AMWS to supplement the updating of its Protected Area Management Plan (PAMP) to enhance restoration efforts in the AMWS.
3. Prepare inputs and guide Activity 1.1.4, which includes grant proposal evaluation procedures tailored to the local conditions, guidelines on financial management and control, and monitoring and evaluation;



4. Provide technical assistance and guidance as needed by the EnCORE Wetlands Project team in relation to Activities 1.1.2, 1.1.3, and 1.1.4 for the duration of the contract; and

5. Schedule and organise periodic meetings for updates and coordination regarding expected deliverables and specific tasks with the EnCORE Wetlands Project team, key ACB personnel, and concerned divisions.

Interested Consultant should have the following:

Qualifications and Work Experience

- Education
 - The Consultant must be a holder of a relevant master's degree (Economics, Finance, Market Analysis, Environmental Sciences, Sociology, Anthropology, etc.)
- Work Experience
 - Minimum of 10 years of relevant experience in designing and conducting trainings and workshops, and
 - Minimum of 10 years of relevant experience in conducting collaborative action planning;
 - Experience in conducting training and capacity building in nursery establishment and management;
 - Relevant experience in management and monitoring of similar projects related to protected areas, conservation and natural resources management;
 - Experience working in a donor-funded project is an advantage;
 - Familiarity with and experience within the Philippines or other ASEAN Member States will be an advantage;
- Skills
 - Ability to work in a multicultural environment and to interact positively with a wide range of stakeholders in a national and local context.
 - Ability to work independently and as part of a team, with a positive, enthusiastic and self-motivated attitude, with professional and personal ethos and integrity.
 - Ability to manage multiple tasks simultaneously, and manage time effectively.
 - Strong interpersonal and communication skills, including excellent oral and written communication skills in English.
- Nationality
 - Must be a national of the Philippines

Interested applicants may obtain further information from the ACB Bids and Awards Committee (BAC) Secretariat and may download the Terms of Reference on the ACB website.

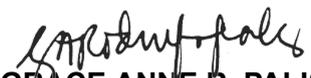
Firms should prepare and send the following to acb-bac@aseanbiodiversity.org:

1. Letter of Intent of no more than two pages addressed to the Bids and Awards Committee (BAC) through the BAC Secretariat, elaborating how their qualifications and experiences make them qualified for the position. **Wetland Management Specialist (AMWS) for the EnCORE Wetlands Project** should be indicated in the aforesaid letter;



2. Comprehensive curriculum vitae and completed Personal History Form.

The deadline for submission of completed applications is on **25 February 2026**. Only applications with complete documentary requirements will be processed. Applications received beyond this date will not be considered. Only shortlisted candidates will be given due notice.



GRACE ANNE R. PALIS
Chairperson
Bids and Awards Committee





TERMS OF REFERENCE

Wetland Management Specialist Agusan Marsh Wetland Sanctuary (AMWS)

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3. Prepare inputs and guide Activity 1.1.4, which includes grant proposal evaluation procedures tailored to the local conditions, guidelines on financial management and control, and monitoring and evaluation;
4. Provide technical assistance and guidance as needed by the EnCORE Wetlands Project team in relation to Activities 1.1.2, 1.1.3, and 1.1.4 for the duration of the contract; and
5. Schedule and organise periodic meetings for updates and coordination regarding expected deliverables and specific tasks with the EnCORE Wetlands Project team, key ACB personnel, and concerned divisions.

The specific tasks to be carried out under this consultancy are the following:

1. Technical Training on Nursery Establishment and Management

- Develop an appropriate training design, as well as learning materials on Nursery Establishment and Management in the AMWS, specifically for identified indigenous people and local communities situated within AMWS, as implementors;
- Organise the necessary planning, preparatory and coordination meetings with the EnCORE Wetlands Project team, relevant ACB personnel and divisions, including local partners and stakeholder representatives for the conduct of the training and related activities.
- Conduct a hands-on and field-based training workshop wherein participants will be able to gain the necessary knowledge and skills on seedling propagation and nursery management in order to produce quality planting materials to enhance conservation and restoration efforts in the AMWS. The training shall cover but not be limited to the following topics:
 - Nursery site selection and layout;
 - Seed and planting material selection and sourcing;
 - Propagation techniques;
 - Nursery operations and maintenance;
 - Plant pest and disease management;
 - Quality control and hardening of planting materials; and
 - Basic monitoring, record-keeping and sustainability considerations.



- Submit the finalised training module and key training outcomes, including the completion report to the EnCORE Wetlands Project team and relevant ACB departments and/or divisions.
- Encourage and assist the participants to develop a proposal continuing the lessons learned during the training.
- Develop recommendations or key strategies to line up the Nursery Establishment and Management training and outcomes to Activity 3.1.4 on developing and obtaining grant awards

II. Report on the Recommendations for the Updating of the Protected Area Management Plan

- Conduct a review of the existing PAMP and identify management strategies and activities that may be updated, utilising the outcomes of Output 2.1, including the geospatial analysis, key informant interviews, and focus group discussions.
- Conduct key informants interview with identified relevant partners, stakeholders, representatives of indigenous peoples and local communities, local government units, AMWS protected area management staff, organisations, academe, and other crucial actors in order to determine needs, challenges, and gaps that will be utilised as a means to update the AMWS PAMP
- Synthesize the findings of the key informants interviews to identify the appropriate climate change impact mitigation approaches and strategies that may be incorporated in the process of updating the AMWS' ten year management plan and reflected into the Collaborative Action Plan

III. Report on the recommendations for restoration measures

- Provide support and recommendations based from the outcome of the completed training module/s
- Assess site conditions, needs, and constraints based on the collaborative action planning as well as findings in the technical reports from Output 2.1, as available
- Provide initial or introductory guidance to stakeholders in developing feasible and cost-effective restoration measures and provide a list of options for microgrant packages to be potentially submitted through a grant screening process.
- Identify potential grant recipients capable of implementing the identified restoration measures
- Ensure that recommendations are aligned with applicable social and economic safeguards.
- Present the recommendations in a specific, actionable, and measurable manner suitable for project planning and implementation.



Professional Fee

The Wetlands Management Specialist will receive a professional fee to cover the professional fee, activity costs (venue rental, logistical arrangement including airfare, local transportation, accommodation, meals and incidental expense of participants), equipment and materials for the nursery establishment training, and local logistical support.

Implementation Schedule

Deliverables	Target Date of Delivery
<p>A. Introductory meeting with ACB and submission of Inception Report and of Indicative Work Plan</p> <p>B. Submission of the Training Module</p>	(one week upon signing of the Contract)
C. Conduct of the Capacity Development Activity back-to-back with the conduct of KII/FGD for the collaborative action planning	TBD
<p>D. Submission of Training Report and Recommendations on Ecosystem Restoration</p> <p>E. Collaborative Action Plan detailing recommendations on the updating of the PAMP to include restoration measures</p> <p>F. Menu of Microgrant Packages for potential restoration activities, including identifying potential grant recipients capable of implementing the identified restoration measures.</p>	TBD

