



VACANCY

Consultancy: Mid Term Review – WWF Solomon Islands Project: Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes

About WWF

WWF-Pacific works across Papua New Guinea, Fiji, and Solomon Islands with offices in each country and a regional hub to serve communities and protect this region's rich and unique biodiversity. WWF-Pacific, along with The Worldwide Fund for Nature (WWF) is one of the largest and most highly regarded conservation organizations in the world and aims to stop the degradation of our natural environment and build a future in which humans live in harmony with nature.

WWF Pacific is working together with communities and partners towards the following: All Pacific peoples and nations are empowered, climate resilient and prosperous, with nature thriving and visibly and measurably recovering - a 'People and Nature Positive Pacific'. From Papua New Guinea with the third largest tropical rainforest in the world and home to over seven percent of the world's total number of species, to the Solomon Islands with record numbers of fish species; to the world's third longest continuous barrier reef system in Fiji. The richness and diversity of species found in the Pacific is globally significant. Papua New Guinea and Solomon Islands both form part of the Coral Triangle, the Centre of the world's marine biodiversity. Some of the most coral reefs less exposed to climate change are found in Fiji and Solomon Islands. WWF works across Papua New Guinea, Fiji, and Solomon Islands with offices in each country and a regional hub to serve communities and protect this region's rich and unique

WWF-Pacific has three goals that outline our ambition and the cross-cutting nature of our work and what we are working towards long-term: empowered Pacific peoples, integrated ocean management and climate resilient Pacific nations. Our overarching focus is on community and ecosystem resilience combined with area-based conservation, working towards 30x30 and safeguarding the lands and waters of the Pacific. We focus on conservation priorities across 30x30: community-led conservation, sustainable fisheries and blue foods, conserving marine species, reducing deforestation, Pacific policy leadership, Gender Equality, Disability and Social Inclusion (GEDSI), mainstreaming and sustainable blue economy.

In Solomon Islands, we work in two seascapes: Western Seascape and Central Seascape. The opportunity for impact and making a difference for people and nature in Solomon Islands is immense and the stakes have never been higher

About the Role

WWF Solomon Islands is seeking a qualified and experienced consultant (or consulting team) to conduct a **Mid-Term Evaluation** of the project *"Scaling Integrated Community Based Fisheries Management to Build Resilient Communities and Coastal Habitats in Priority Seascapes."* The evaluation will assess progress across project sites in the Western and Central Provinces.

The consultant will be responsible for reviewing project design, delivery, effectiveness, efficiency, impacts, and alignment with national, regional, and global conservation priorities. The role includes conducting literature and MEL data reviews, leading participatory field-based assessments in selected communities, and engaging with WWF staff, partners, and stakeholders. A strong emphasis will be placed on inclusive evaluation methods that amplify the voices of women, youth, people with disabilities, and marginalized groups.

The consultant will produce a comprehensive evaluation report, identify lessons learned, validate findings with stakeholders, and provide practical recommendations to strengthen WWF Solomon Islands' community-led conservation and nature-based solutions programming.

Contract Details:

- **Duration:** January to April 2026
- **Position Location:** Solomon Islands – Central Province and Western Province

➤ **Reports to:** WWF Solomon Islands

Refer to ToR for more details.

Required Qualifications and Experience:

Consultants should demonstrate:

- Extensive experience conducting evaluations in conservation and development contexts
- Extensive experience in community based natural resource management, climate change adaptation, community resilience, nature-based solutions, and GEDSI
- Experience with scientific and community-led approaches to monitor ecosystem health
- Knowledge of WWF Pacific priorities regarding climate finance, international development and nature-based solutions
- Experience with project cycle management, gender, Monitoring Evaluation Learning systems and data collection methods
- Deep knowledge and experience of development in the Pacific region
- Previous experience in working with INGOs' and local organisations and familiarity with procedures, approaches, and operations
- Excellent analytical and writing skills
- Excellent verbal and written English language skills, knowledge of any local languages would be an asset
- WWF's core values of **Courage, Integrity, Respect, and Collaboration**, and embraces its Ways of Working: *Strive for Impact, Listen Deeply, Collaborate Openly, and Innovate Fearlessly.*

How to Apply?

Interested applicants (Firms or Individuals) are invited to submit a comprehensive proposal describing and articulating the work requirements outlined in the TOR. The submission should include:

- Cover letter (max one page) summarising experience
- Technical proposal
- CVs of all team members
- Three recent work samples
- Financial proposal (free format) including the consulting daily rate. Please note that the financial proposal should be all inclusive (including travel, etc.,) as no separate allowances will be provided. (The proposal should also consider the 20% withholding tax requirement of the Solomon Islands Government).
- Name and contact details of three professional references (including at least two related to evaluation expertise and performance).

Applications addressed to the Pacific Head of People & Culture, should be sent via email with the subject **"CONSULTANCY: Mid Term Evaluation – Scaling Integrated CBFM"** to

ppo.hr_solsrecruit@wwfpacific.org by close of business, Friday 12th December 2025

WWF is an equal-opportunity employer and has a genuine commitment to diversity and inclusion. We encourage candidates of all cultures, genders, abilities and experiences to apply. Only short-listed candidates will be contacted for interviews.

For more information on the consultancy, the TOR can be downloaded from our website:

www.wwfpacific.org