



REQUEST FOR CONSULTANCY WWF Fiji

Consultancy: GCF Consultants Team for Coral Reef Resilience Project [Social and Environmental Safeguards, Stakeholder Engagement, and GEDSI Consultant Team to develop Environmental and Social Management Framework and other safeguards documents for the Coral Reef Resilience Project]

WWF Pacific is working together with communities and partners towards: 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 biodiversity.

We have 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.

Coral reef systems across the world's oceans are currently experiencing major degradation, including the Great Sea Reef (GSR) of Fiji. The decline is largely the result of stressors from land-based pollution (waste and chemical runoff), overharvesting and destructive extraction of fish, corals and other organisms as well as unsustainable coastal development leading to land degradation causing sedimentation and buffer zone loss. More recently, events tied to climate change, including the onset of major coral reef bleaching events, which have increased sea temperatures above the tolerance levels of many coral species, have strained coastal ecosystems and coral reefs. These effects are exacerbated by acidification of the world's oceans, sea level rise, and more frequent and intense storms.

While many coral reefs are facing increasing stress from climate warming and ocean acidification, the northern GSR is relatively less exposed to changes in climate and highly connected through currents with the reef ecosystems of other Pacific countries. Given its importance as a source of coral reef regeneration in a ‘climate stabilized world’, supporting the health of this resilient and connected reef in the coming decades requires greater attention and investment if we are to secure and replenish the world’s reefs as a whole. This presents a unique opportunity to generate both local and global adaptation benefits by protecting the reef against climate-related and exacerbating non-climate threats undermining their associated economic and social benefits.

WWF Pacific is working with the Government of Fiji to develop a Green Climate Fund (GCF) Funding Proposal to execute the necessary in-country regulation harmonization and development, Nature-based Solutions and Ecosystem-based Adaptation measures to enhance coastal ecosystem functioning, monitoring of coastal ecosystems and community impacts, local science and research to improve coastal ecosystem management, country-driven pipelines of local business and projects for investors, and learning products for other countries with coastal ecosystems under threat from climate change.

The objective of the consultancy is to prepare the necessary safeguards documents to comply with the GCF requirements and WWF’s Environment and Social Safeguards Framework (ESSF), as detailed in the Safeguards Integrated Policies and Procedures (SIPP), as well as with the mandatory requirement of a Stakeholder Engagement Plan and conducting a gender analysis and developing a gender action plan, separate from the ESMF.

This includes a team of consultants working in close coordination with one another on the three components of the Environmental and Social Safeguards Framework. This call for consultants is predicated upon a team approach, thus it is preferred that all positions are submitted as part of a package. This should include an explanation of how the consultants will work in tandem to coordinate efforts, activities, research and stakeholder engagement.

In line with WWF’s SIPP (2019:40), an Environmental and Social Management Framework (ESMF) shall be developed and address the risks and impacts identified in an Environmental and Social Screening form required to ensure compliance with the GCF and the specific safeguard policies included in WWF’s SIPP 2019.

The objective of the ESMF is to propose mitigation measures identified during the screening and due diligence visits to mitigate any potential negative social and environmental impacts triggered by the Project. The ESMF might encompass other mitigation plans such as the Indigenous Peoples Planning Framework, Process Framework, Environment Management Plan or any other specific type of mitigation plan depending on the needs identified in the ESS Screening.

Scope of Works

The analysis should make use of existing literature and available statistics and analysis and will involve comprehensive exchanges with all relevant stakeholders. The ESMF will be prepared after visits to the sites and through consultations with local communities, indigenous people groups and other key stakeholders that may potentially be affected by project activities. The ESMF will include guidance for developing site-specific management plans once the project design activities have been identified during project implementation (*see Annex 1*).

The scope of work details process the consultant must follow to complete the assignment:

1. Coordinate with the Project Development Team (PDT) for the general planning and development of the Environmental and Social Management Framework, the Stakeholder Engagement Plan and the associated documentation necessary for the proposal to the GCF, and planning for the gender assessment and the development of the gender action plan (*See Annex 3 for further details*).

2. Develop a work plan, including interviews or other consultation mechanisms.
3. Hold regular meetings with PDT staff.
4. Assist PDT staff in filling in missing information/gaps in the ESS Screening in order to finalize the screening.
5. Evaluate and identify existing institutional, political, and legal frameworks of relevant sectors to ensure the development of the Environmental and Social Management Framework, including Indigenous Peoples Plans and Process Frameworks.
6. Conduct a thorough review of relevant literature and documents, including, but not limited to: background documents related to environmental and social safeguards; the CRR Project Concept Note; current GCF projects and their action plans and policies on environmental and social issues; WWF's Environmental and Social Safeguards Integrated Policies and Procedures (SIPP); the WWF landscape screenings for each of the GSR landscape; Government of Fiji policy, legislation and regulation related to safeguards, stakeholder engagement and gender and/or social inclusion; and any other documentation relevant to the project area of Fiji and for the development of the project.
7. Collect primary data in the project area:
 - a. Perform stakeholder mapping and analysis.
 - b. Organize information exchange meetings with project stakeholders (local authorities, community leaders, nature scientific studies organizations, etc.) to inform them about research objectives, methodologies used and timeline for data collection.
 - i. The objectives, methodologies and timeline for data collection must be approved by the PDT.
 - ii. These meetings should also include consultation events held with affected people and other stakeholder groups.
 - c. Conduct individual interviews and/or conduct discussions in focus groups with local people, grassroots organizations, indigenous people, local authorities, scientific research organizations and others, to collect more qualitative and quantitative data in the context of each particular area, taking into consideration gender and social inclusion dimensions.
 - d. Collect gender-specific data (including data related to the situation/context on gender-based violence (GBV) and sexual exploitation, abuse and harassment (SEAH)) that will lead to the identification of gaps and opportunities in gaining knowledge on roles of women and men in the CRR project area (which can also be done through individual interviews, focus groups, consultations, household surveys, etc.).
 - e. Conduct interviews with households according to pre-selected sites for surveys.
8. With all the primary and secondary information obtained, carry out an analysis of the environmental and social risks related to the proposed project, identifying the risks, their likelihood and intensity (*see Task D in TOR*).
9. Identify and recommend environmental and social mitigation activities that are appropriate in the implementation of the project, and thereby develop the Environmental and Social Management Framework for the project, which will include the elaboration of the Process Framework and the Indigenous Peoples Plans specific to communities in the target locations. This document details the processes that the project team will use to work with communities to identify and manage the potential negative impacts of project activities (*see Task E in TOR*).
10. Provide a list of related environmental and social indicators that must be included in the Monitoring and Evaluation (M&E) plan.

11. Ensure compliance with WWF and government policies and best practices, from an environmental and social safeguards perspective, are included in the project design, implementation arrangements, and budget, incorporating lessons learned from past projects.
12. Carry out a process of review and validation of the work, to ensure that the Environmental and Social Management Framework meet the needs of various stakeholders and the requirements of the GCF, WWF and the Government of Fiji.
13. Completion of the Environmental and Social Management Framework, the Stakeholder Engagement Plan and the Gender Analysis and Gender Action Plan (*GCF Annexes 6,7, and 8*) for the project, incorporating all observations and suggestions of the PDT team.

Deliverables:

The consultants are expected to complete the following documents tailored to the identified project-specific risks and impacts in line with the requirements defined by the GCF and WWF's SIPP 2019:

1. Finalization and verification of the Environmental and Social Safeguards Screening information
2. Documentation of Consultations and Consultation Summary
3. Environmental and Social Management Framework, including:
 - a. Process Framework
 - b. Site-specific Indigenous Peoples Plans
 - c. SEAH Mitigation Plan
 - d. Grievance Redress Mechanism
 - e. Conflict and Security Analysis and Plan
4. Stakeholder Engagement and Stakeholder Engagement Plan
5. Gender Assessment and Gender Action Plan
6. Executive Summaries of the ESMF, IPPF and PF

All deliverables will be in English. Please refer to the Annexes (1-5) in the TOR which has further details about the expected content of the deliverables.

Required Qualifications & Experience:

Please refer to TOR (Annexes 1 to 5) to see specific requirements for each position.

Competencies:

In addition to competencies for each position as per Annexes 1 to 5, the following is mandatory:

- Demonstrate WWF behaviours: Strive for Impact, Listen Deeply, Collaborate Openly, and Innovate Fearlessly
- Identify and align with the core values of the WWF: Courage, Integrity, Respect & Collaboration.

How to Apply?

Interested parties are requested to submit a curriculum vita and a cover letter with the subject line **"WWF Consultancy: GCF Consultants Team for Coral Reef Resilience Project"** to: ppo.hr_recruit@wwfpacific.org Please also include in your application how you found out about this advert.

Other Requirements:

1. Taxation or exemption Certificate (if eligible)
2. Taxation Number
3. Names of 2 referees to confirm credibility of past engagements

Deadline for applications: 5pm (Fiji Time) on Monday, 05th February, 2024. Work is expected to begin 01 April 2024. The expected end date for completion of the deliverables report is no later than Sunday, 30 June 2024.