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REQUEST FOR CONSULTANCY

Position Title: *Consultant - Marine Turtle Priority Mapping*

Project: Safeguarding Nesting Populations of Sea Turtles in Fiji

Reporting: Programme Manager, Sustainable Fisheries & Seafood Programme

Date: 03rd November 2025 – 28th November 2025 (20 days)

Location: Suva, Fiji

Background

Five of the seven known species of sea turtles are found in Fiji waters – these are the green (endangered); hawksbill (critically endangered); olive ridley (vulnerable); leatherback (critically endangered in the Pacific) and the loggerhead turtles (vulnerable). The most common occurring in Fiji are green and hawksbill turtles which also nest on Fiji's beaches.

Marine turtles face a range of threats including harvest for meat; illegal capture for trade; accidental entanglement or capture as by-catch during fishing and 'ghost gear' capture; injury or death from boat collision; collection and predation of turtle eggs; disturbance, erosion and loss of nesting beaches from sea level rise and infrastructural development; loss of seagrass beds and other foraging grounds; artificial light and disorientation of hatchlings towards roads; lack of awareness regarding their vulnerability and potential extinction but more recently impact from climate change (e.g. skewed sex ratio of hatchlings).

The development of a National Marine Turtle Priority Map will support evidence-based conservation planning, provide insights for effective management, and guide future protection efforts across the nation's marine and coastal ecosystems. Having a map of turtle nesting and foraging grounds is essential for informed, science-based conservation strategies. It helps identify and protect critical habitats, guides research, supports policy development, and enables targeted conservation actions, all of which are vital for ensuring the long-term survival of marine turtle populations.

WWF-Fiji is part of the Fiji Sea Turtle Steering Committee (FSTSC) under the Fiji Ministry of Fisheries (MoF) and which oversees the Fiji Sea Turtle Recovery Plan (FSTRP). WWF supports the objectives and delivery of the FSTRP including (i) capacity assessment and training of conservation officers, (ii) establishing community led turtle conservation – protection and monitoring; and (iii) working with MoF on by-catch mitigation and advocating for on-board observer programmes. There is a need to develop appropriate locally applicable tools to support marine turtle population monitoring considering key challenges including logistical issues (e.g., remote locations), weather challenges, and capacity limitations of local communities.

Objective

The objective and aim of this consultancy are to develop a national marine turtle priority map for Fiji using publicly available and reliable turtle nesting data from WWF, relevant partners & stakeholders and secondary sources (i.e. research, reports etc.) to update the existing 2020 map on priority nesting sites for all recorded sea turtle species in Fiji.

The map is expected to highlight critical habitats for marine turtles, including nesting sites, foraging areas, migration corridors, and other important habitats. The priority map will serve as a key tool for government agencies, NGOs, local communities, and conservation organizations in their marine turtle conservation efforts including targeted awareness and conservation planning.

Deliverables

The consultant will deliver the following outputs:

a) Workplan

Document with proposed methodology, work plan, and timeline for the consultancy, to be submitted within one week of contract initiation.

b) Draft GIS-Based National Marine Turtle Priority Map

A detailed and comprehensive map that identifies priority marine turtle habitats across Fiji, including nesting, foraging, and migration sites.

c) Stakeholder Feedback

Present the National Marine Turtle Priority Map to key stakeholders. Gather feedback from stakeholders on the map and recommendations, incorporating their input to refine and finalize the map.

d) Final Report and Map

A comprehensive final report that includes:

Qualifications

The consultant should possess the following qualifications and experience:

- Educational Qualifications:
 - A degree or higher in GIS, marine biology, environmental science, conservation biology, or a related field.
- Experience:
 - Proven experience in GIS data analysis and the development of conservation maps.
 - Familiarity with the marine environment of Fiji or similar Pacific Island regions, including marine turtle species and habitats.
 - Experience working with local communities, government agencies, and conservation organizations in a consultative and collaborative manner.
- Skills:
 - Proficiency in GIS tools (ArcGIS, QGIS, or similar).
 - Strong analytical and report-writing skills.
 - Excellent communication skills.

Contract Duration

Contract duration is 20 days.

Terms of Reference

For more information on the role, the TOR can be downloaded from our website: www.wwfpacific.org

How to Apply?

Interested parties are requested to submit a

1. Cover letter:
 - explaining how the applicant would approach the assignment and
 - Previous successful research and development outcomes and expertise relevant to this assignment.
2. CV outlining relevant experience
3. The consultant will be paid at a proposed and mutually agreed daily rate for 20 days. Payments will be made according to an agreed schedule for submission of as provided in Table 1 (below). Applicants are required to send an indicative budget.

Table 1

Output Details	Due Date
1. Workplan Document	Nov 4th 2025
2. Draft GIS-Based National Marine Turtle Priority Map	Nov 18th 2025
3. Stakeholder Meetings & Feedback	Nov 21st, 2025
4. Final Report and Map	Nov 28th, 2025

Applications should be addressed to the Pacific Head of People & Culture and sent via email with the subject “**CONSULTANCY: Marine Turtle Priority Mapping**” to ppo.hr_recruit@wwfpacific.org by close of business, **Monday, 27th October 2025**.