

Terms of Reference

Mid Term Evaluation: WWF Solomon Islands

PART ONE - WWF PROGRAMME INFORMATION; BACKGROUND; OVERVIEW, ALIGNMENT

A. PROGRAMME INFORMATION

Project title & Number:	Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes # SB204100
Program manager:	WWF-Solomon Islands
Program funder:	WWF-Netherlands
Geographical locations:	WWF Solomon Islands – Western and Central Seascapes
Project visits for the evaluation	Solomon Islands – two communities in Western Province and 1 in Central Province
Program lifespan	July 2023 – June 2026
Total Program Budget:	550,000 Euro
Evaluation budget:	20,000 Euro
Evaluation manager:	Henry Kaniki, WWF SI Conservation Programme Manager, (hkaniki@wwfpacific.org)
MEL Contact:	Fred Hoasinanau, WWF SI Data and Impact Monitoring Officer (fhoasinanau@wwfpacific.org)
Evaluation timeline:	January 2026– April2026

B. BACKGROUND

Located within the Coral Triangle, under the Solomon Archipelago Marine Ecoregion and part of the Bismarck Solomon Seas Priority Seascape, WWF Solomon Islands has been implementing community-led conservation approaches in the Western region of the country for three decades. In the past year, the programme has been expanded to the Central Province. The Western and Central Seascapes combine high marine biodiversity with distinctive terrestrial ecosystems like cloud forests.

Harbouring a diverse array of marine habitats scattered amongst an island archipelago, low-lying atolls, volcanoes, endemic birds, and dizzying plant diversity, the Western and Central Seascapes are places of immense beauty and ecological significance. Communities here have a rich cultural heritage with numerous local languages and many vibrant traditional practices. Adventurous tourists are drawn to this beautiful place, but its ecological diversity has also attracted unwanted attention. Central seascape includes climate-resilient coral reef ecosystems identified as global priorities for reef restoration and resilience. It hosts coral species less exposed to climate change. Scientists have prioritized these species for their regenerative potential, aiming to reseed global reefs once climate change stresses stabilize. This remarkable attribute underscores the global importance of conserving the Central Seascape's ecosystem.

Endangered species and coastal habitats are threatened by land-based activities including logging and agricultural activities. Moreover, communities already vulnerable to climate change impacts have a high dependency on marine resources. As the local populations expand, pressure is mounting on the Western and Central Seascapes delicate ecosystems, and unsustainable fishing practices threaten food security and livelihoods. Finding ways for communities here to continue thriving in harmony with their natural environment is an urgent priority.

WWF SI has achieved significant success in fundraising over the past 3 years as part of collaborative efforts with the WWF network (including WWF Pacific, WWF Australia, WWF NL, and Coral Triangle Programme) to secure more than 1.5 million USD in projects for the programme implementation.

The new projects during that time period included Climate Resilience by Nature (CRXN) - Nature Based Solutions; ACIAR Transforming Pacific Food Systems; Mainstreaming GEDSI; the Oak Foundation funded Accelerating coastal community-led conservation and the WWF NL funded Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes. They were designed to build on the WWF SI CBFM integrated programme and scale out, up and deep its work further through the Western Seascape and expand into the Central Seascape which is a priority area for the SI Coral Reef Rescue Project (SICRRP). The projects at that time were aimed at contributing towards achieving the goals of the WWF SI revised Strategic Plan 2020-2025.

These projects have also been enabling WWF SI to extend its integrated Community Based Fisheries Management (CBFM) programme to include additional activities which will help build resilience for coastal communities and habitats. This includes community adaptation pathways planning with transformation of food systems, Nature based Solutions to expand livelihood opportunities for communities, and mainstreaming Gender Equity, Disability and Social Inclusion across its operations and projects.

WWF NL funding for the period FY24-FY26 is supporting the expansion and scaling of the WWF SI integrated CBFM approaches and community adaptation pathways planning to additional communities in the Western Seascape and into the Central Seascape which includes the provinces of Santa Isabel and Central Provinces. It will also support the programme to include activities for raising awareness and capturing community level marine turtle data; and will enable the team to test community-based approaches for seaweed/sea grapes developed for nature-based solution enterprise; and pilot new value-added livelihood opportunities for sea grapes post-harvest production and marketing.

The Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes Project was designed based on three of WWF NL's four Spear Points: **1) Protecting and restoring key habitats; 2) Sustainable Fisheries; and 3) Protecting Marine turtles.** It was aligned with the revised WWF Pacific Strategic Plan 2025 and contributes to the key WWF global goal of 30 x 30 as well as several WWF Oceans Practice Global Initiatives including GCRRRI and ACCLCI; and the regional Coral Triangle Programme Strategic Plan 2020-2025.

C. PROJECT ALIGNMENT WITH NATIONAL, REGIONAL, GLOBAL PROGRAMMES AND INITIATIVES WWF SI PROGRAM OVERVIEW

The WWF SI 2025 Vision and Goals from the revised 2020-2025 WWF Pacific Strategic Plan are:

Our vision: Empowered and resilient Pacific peoples thriving with unique biodiversity by sustainably managing our natural wealth, for our prosperity, culture and future.

Pacific Goal 1: Empowered Pacific Peoples: Realize greater benefits for all through diversity in voice, inclusion, improved leadership and engagement within communities and at global levels.

Pacific Goal 2: Integrated Oceans Management: Deliver stronger governance through spatial planning, policy reform and blending of traditional practices and innovative approaches.

Pacific Goal 3: Climate Resilient Pacific Nations: Achieve 30x30 to safeguard and restore nature through inclusive conservation of terrestrial, inland water, and coastal and marine areas and Nature-based solutions.

WWF SI National Priorities: Strategic Conservation Key Outcomes for 2025:

- i. **Supporting 30x30:** By 2025, at least 20 km² in the Western and Central seascapes of Solomon Islands secured through enabling policies, improved management, expansion of protected areas or other conservation measures providing sustainable livelihood opportunities that benefit all community members (Indicators: # communities governing their marine ecosystems using a sustainable resource management model/plan # ha of marine ecosystems governed by a sustainable resource management model)

Aim is to address threats: unsustainable and illegal logging, Increasing frequency and incidence of natural disasters, Climate Change, Illegal, Unreported and Unregulated fishing, unsustainable fishing, lack of coastal fisheries management and policies, agricultural expansion, unsustainable use of natural resources
- ii. **Increasing sustainable fisheries and blue foods:** By 2025, at least 20 community fisheries areas in the Western and Central seascapes of Solomon Islands, important for food and livelihood security, apply community- based fisheries management, adopt sustainable blue food practices leading to improved habitat health (Indicators: Change in abundance of 3 key fish species in community managed marine areas (present as an average) Improvement in socio-economic metrics in # communities depending on that fishery)

Aim is to address threats: Illegal, Unreported and Unregulated fishing, unsustainable fishing, lack of coastal fisheries management and policies, by-catch and unsustainable use of natural resources
- iii. **Conserving marine species:** By 2025, key marine turtle, shark & dugong population status, distribution, connectivity and threats are understood and actively monitored in at least 2 sites under effective community-based management or protection in priority seascapes (Indicator: Population distribution (occupancy) of turtles, shark (and dugong within Western and Isabel seascapes.)

Aim is to address threats: Illegal, Unreported and Unregulated fishing, Overfishing, unsustainable fishing, lack of coastal fisheries management and policies, By-catch, Unsustainable use of natural resources

Regional Priorities:

WWF Coral Triangle Strategic Plan 2030 Conservation Targets:

By 2030, coastal communities are equipped with skills, capacity, resources and mandate to effectively manage the marine and coastal resources in selected MPAs and OECMs identified within Coral Triangle's priority seascapes, helping to restore and protect critical marine and coastal habitats, develop livelihood opportunities, manage waste and build climate change resilience.

By 2030, sustainable fisheries in Coral Triangle's priority seascapes are increasingly supplying domestic markets within the region, enabling selected fisheries to rebound in population health, contributing to the overall ocean health and food security of coastal communities in the Coral Triangle.

1) Impact Area: Well-managed MPA and OECM

Objective 1: By 2025 a knowledge management platform supported by governments and strategic partners in the Coral Triangle is strengthened, well-maintained and used effectively to support capacity building and inform policymakers on effective management of coastal and marine resources.

- **Contribution by WWF SI Programme:** The enabling activities to support WWF SI scaling to new provinces and potentially other countries will contribute valuable learning products and resources that can be included on the knowledge management platform thereby increasing the potential uptake and scaling of WWF SI's integrated CBFM and Community Facilitator model.

Objective 2: By 2030, over 30,000 (2025, over 5,000) identified key stakeholders are empowered with the necessary knowledge, skills and tools to support effective management of marine and coastal areas in the Coral Triangle.

- **Contribution by WWF SI Programme:** The scaling of the WWF SI approaches will, over the next 5 years, increase the number of people empowered by potentially up to 3,000 across the two new seascapes. It will also increase the area of coastal and marine habitats under improved and effective management through the CBFM programme by at least 5000 hectares in the Central Western Province alone with as yet undetermined estimates for the new coastal community areas in Central and Santa Isabel provinces.

Objective 3: By 2025, key identified local organizations are sustainably equipped to support coastal communities in self-mobilization, empowering communities to strengthen management of natural resources, and resilience against climate change impacts.

- **Contribution by WWF SI Programme:** The scaling of the Community Facilitator model through additional areas of the Western Province and into the Central and Santa Isabel Provinces could also help build the capacity of local CBOs through peer-to-peer learning and facilitated learning exchanges.

2) Impact Area: Fisheries for Ocean Health, Food security & Livelihood

Objective 1: By 2025 WWF fisheries work in the AP region contributes to food security for small-scale fishers and coastal communities & is increasingly a source of stable & thriving livelihoods, improving their quality of life & resilience to future crises.

- **Contribution by WWF SI Programme:** The integrated CBFM programme developed and implemented by WWF Pacific is a proven tool to empower coastal communities and small-scale and artisanal fishers to determine appropriate management regulations for their important target fish species. The use of the SPS Methodology enables the communities to develop management plans that aim to increase fish stocks of target species and contribute to their food security and incomes from fish sales. The integrated

microfinance model enables the women (and going forward men will be included), to build their financial literacy and capacity to diversify their livelihoods, build resilience and improve their quality of life.

Coral Triangle Initiative on Coral Reefs, Fisheries & Food Security (CTI-CFF)

2025 Goal: Coastal communities and coastal and marine ecosystems are enabled to cope with impacts of climate change, natural and anthropogenic threats, in the Coral Triangle region, due to measurable increased regional collaboration between CT6 and our partners for implementation of RPOA 2.0 facilitated through a strong and effective CTI-CFF

2030 Goal: Coastal communities and coastal and marine ecosystems in the CT region are more resilient/able to adapt to impacts of climate change, natural and anthropogenic threats, by improving food security, sustainable fisheries and coastal livelihoods.

CTI-CFF Gender Equity and Social Inclusion Policy

The gender related activities in the proposed WWF NL funded project in CY2022 will contribute to the work being undertaken by the CTI-CFF and the Coral Triangle Women Leaders' Forum to mainstream gender through the development and implementation of a CTI-CFF GESI Policy which has been drafted and is now going through consultation with the six Coral Triangle countries and strategic partners. The CTI-CFF GESI Policy framework includes:

Goal: To achieve that all women, men, youth, disabled people and all social groups in the Coral Triangle areas benefit from the improved marine, coastal and small islands ecosystems.

Objectives:

1. All gender (the poor, the vulnerable and the excluded within that group) concerns are incorporated in shaping laws, policies, programmes and projects.
2. All gender have equal access and ability to participate and influence in the decision-making process.
3. Effective GESI is mainstreamed in the CTI CFF institutional changing process that would improve the quality of the CTI-CFF institution.

Global Priorities:

WWF Oceans Practice:

Global Coral Reef Rescue Initiative (GCRRI):

Vision: By 2030, globally significant climate-resilient coral reefs are safeguarded to ensure their survival and that of associated ecosystems, including their contribution to coastal resilience, livelihoods, and economies.

GCRRI Objectives:

1. Conserve and build resilience of coral reefs
2. Empower & work in partnership local communities/ community-based organisations & local govt to achieve national/regional/global targets
3. Create a global knowledge alliance

Accelerating Coastal Community-Led Conservation Initiative (ACCLCI):

By 2030, WWF will facilitate the development of a global movement of communities, civil society organizations and relevant institutions to accelerate coastal community-led conservation by supporting regional and local networks, building capacity, securing resources and advocating policies to secure at least 4 million km² of critical coastal ecosystems vital to the food security and livelihoods of millions vulnerable coastal people.

ACCLCI Objectives:

Obj 1: Scaling up

By 2025, Self/co-management is enshrined in policy and communities' rights to access secured across 34 countries.

Obj 2: Scaling out

By 2025, replication and adaptation of successful field-tested community-led conservation solutions by facilitating networking among communities and accelerated through the development of mapping tools, which will result in the roll-out of the five-point plan in at least 200 communities across priority seascapes.

Obj 3: Scaling deep

By 2025, Capacity to enable effective and lasting implementation of community-led conservation solutions at local, national and regional level is established.

PART TWO – PROJECT EVALUATION

A. EVALUATION RATIONALE AND PURPOSE

The Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes programme is scheduled to be completed in June 2026 and will require a Mid Term Evaluation to be completed by end April 2026. The evaluation will assess the program's impact and provide lessons and recommendations for WWF-SI, WWF NL and partners. The evaluation will also provide valuable information that will support decisions about future fundraising efforts and investments in WWF-SI programmes to support achieving the WWF Pacific 2030 outcomes and goals (reference WWF Pacific Strategic Plan 2030).

The evaluation will include views of the communities, WWF-SI program partners, as well as local and regional stakeholders, and it will contribute towards WWF-SI's efforts to ensure accountability to the people and communities we work with. The consultant will be expected to share and discuss preliminary results with partners and ideally communities, to ensure contextualisation and validate the results.

The primary audiences for the evaluation will be WWF-NL and its own stakeholders, WWF-Pacific, WWF-SI, and other network partners including the Coral Triangle Program and WWF Australia WWF SI will share the findings and recommendations with local partners including communities, provincial and national government actors, and relevant civil society partners and strategic partners including the Solomon Islands National University and Solomon Islands Rangers Association.

B. OBJECTIVES

The specific objectives of this evaluation are to:

1. Assess our approach and progress made towards meeting the stated conservation goals (impacts) and objectives (outcomes) and identify obstacles and shortcomings where performance has been limited.
2. Draw lessons learned and adaptive actions from the implementation process and link them to the programme/strategy's theory of change.
3. Understand long-term impacts to local coastal habitats and to our stakeholders from a systemic perspective
4. Assess and understand the external impacts (risk, policy, social, etc.) influenced by or resulting from WWF SI's contribution.
5. Assess to what degree the project is aligned with the WWF-SI's 2025 strategic outcomes and the regional Coral Triangle Programme and other relevant regional and global initiatives.
6. Provide recommendations for making the programme more impactful, based on the findings from the above objectives.

C. EVALUATION SCOPE

The focus of the evaluation is *the Scaling Integrated Community Based Fisheries Management to build resilient communities and coastal habitats in priority seascapes programme* from July 2023 to present.

WWF expects the evaluation to provide a critical and constructive assessment of the project and recommendations for community-led marine and coastal resource management and nature-based solutions programming in the Pacific going forward.

- The evaluation will assess the overall project including the design, implementation (process evaluation), results (outcomes), and impact (summative/impact evaluation).
- The evaluation will answer a set of key evaluation questions.
- The evaluation will assess the project achievements against a set of criteria with a primary focus on outcomes for communities, climate and ecosystems (see Annex 1).

The final report is expected to include findings, lessons and recommendations against the key evaluation criteria.

D. PROPOSED KEY EVALUATION QUESTIONS

1. **Relevance** – *To what extent did the Scaling Integrated CBFM project align with and contribute to the movement to promote high integrity community-led approaches in Pacific/Coral Triangle?*
 - a. To what extent did the project align with and support relevant objectives of the national Solomon Islands government?
Theme: Pacific policy alignment
 - b. To what extent did the project complement activities of other international, national, and local actors?
Theme: Community-led actor sector alignment
 - c. To what extent has the project influenced INGOs to incorporate nature and natural resource management more systematically into their programs, and environmental NGOs to improve their approach to nature-positive livelihoods?
Theme: Sector influence
2. **Effectiveness** – *To what extent did the design and delivery of the Project represent a sufficient, appropriate and well-founded approach to bring about improved outcomes for people, climate and nature?*

- a. How effective was the design of the *Project*?
Theme: Project Design
 - b. How effective was the operationalisation of the projects, particularly with respect to management, operational, financial, safeguarding and risk management approaches used by the project management team?
Theme: Implementation
 - c. To what extent were the Theory of Change and project assumptions valid or adaptively managed if they did not hold true?
Theme: MEL program design
 - d. To what extent has the project MEL function enabled greater generation and sharing of learning, and contributed to deeper knowledge of community-led conservation and marine resource management and livelihoods through nature-based solutions; climate resilience?
Theme: Effectiveness of MEL function
 - e. To what extent has the Project goal and mid-term program outcomes been achieved?
Theme: Progress/achievement of the TOC
3. **Efficiency** – *Is the project providing value for money?*
 1. Which aspects of the program and which projects/activities generated the most or least value, given the time, money and effort required?
Theme: Value for money
 4. **Impact** - *To what extent has the projects support improved outcomes for people, climate and nature?*
 - a. To what extent has the project enhanced the social, economic and ecological resilience of Solomon Islands' communities to climate change and other environmental and social impacts?
Theme: Impact of the project
 5. **Sustainability** - *How sustainable are the WWF SI approaches established or supported through the project?*
 - a. How effectively is the project using local systems and processes, and strengthening the capacity of local institutions?
Theme: strengthening/working within local governance systems
 - b. How well could the project be scaled up in its current locations or adapted/replicated in other places?
Theme: opportunities for scale

E. EVALUATION APPROACH AND METHODS

A literature review and review of secondary information will be required. The purpose of the literature review is for the evaluation team to understand, incorporate and validate evidence collected through project and program MEL systems. Scientific evidence that assesses the health of ecosystems collected through projects should be considered as part of the literature review.

Primary data collection will be conducted at a sample of project sites. At this stage, we propose for the consultant to conduct visits to two project sites in Western Province and one in Central Province, Solomon Islands.

Beyond these requirements, WWF-SI expects the successful consultants to propose primary data collection methods that support responses to the key evaluation questions. Inclusive data collection methods that capture the experience and voices of women, people with disabilities and other marginalised groups are a must. While we recognise the importance of an independent evaluation, we hope the successful applicant will take a creative and participatory approach to this assignment,

applying Pacific approaches to consultations, evidence gathering, sense making and validation. We would like the team to integrate staff members from WWF SI partners into the evaluation process so this evaluation can also serve as a learning opportunity.

It is the evaluator's responsibility to engage enumerators and cover the associated costs. The evaluation plan should include primary research methods and the proposed mix of qualitative/quantitative data collection approaches, methods, and tools, as well as secondary research. A detailed approach to data collection, including the evaluation plan, will need to be developed by the consultant based on the main project documents and should be approved by WWF-SI and WWF-NL.

The consultant(s) should use sound sampling methods to, as far as possible, obtain representative samples of the project beneficiaries. WWF is also open to recommendations for approaches that are more emergent. The consultant(s) must develop specific questionnaires/guidelines that will be made available as annexes in the final report. Consultants are encouraged to include training for staff or enumerators prior to data collection in their bid. The information gathered will be triangulated to obtain a more accurate picture.

The consultant will provide a PPT presentation (Virtual) on the evaluation outcome and recommendations for WWF SI and WWF NL and other key stakeholders.

F. EVALUATION TEAM

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
- Demonstrated analytical and writing skills
- Excellent verbal and written English language skills, knowledge of any local languages would be an asset

G. SCHEDULE

The consultancy is expected to commence in January 2026 and end by 20 April 2026. The schedule below is indicative only.

Action	Due date	Responsibility
Advertising Expressions of Interest for Mid Term Evaluation	24- Nov 2025 to 5 Dec 2025	WWF-SI & WWF-NL
Tender bids received by	12 Dec 2025	Consultant(s)
Tenders reviewed	16 Dec 2025	WWF-SI
Interviews conducted	19 Dec 2025	WWF-SI
Contracting	16 Jan 2026	WWF-SI
Desk research	31 Jan 2026	Consultant(s)

Inception report/evaluation plan drafted, reviewed and finalised	13 Feb 2026	Consultant(s), WWF-SI, WWF-NL
In field data-collection completed	13 Mar 2026	Consultant(s), WWF SI
Draft evaluation report	27 Mar 2026	Consultant(s),
Feedback on draft provided to consultant	3 Apr 2026	WWF-SI, WWF NL
Final evaluation and executive summary submitted and Stakeholder presentation.	17 April 2026	Consultant(s)
Evaluation report and executive summary published online and disseminated	20 Apr 2026	WWF-SI & WWF-NL

H. DELIVERABLES

- Inception report/evaluation plan
- Full evaluation report, maximum 20 pages of publishable quality
- Executive summary as a stand-alone, communicable document, 4 pages maximum
- Stakeholder presentation and PPT.

I. EVALUATION RESPONSIBILITIES

Responsibilities of the consultant

The consultant is required to:

- Take responsibility for the Evaluation and appoint a person as the contact point with WWF-Solomon Islands for all the liaison and coordination.
- Compose the Evaluation team, where relevant.
- With the support from WWF-SI and partners, organise data collection, mobilise participants, including for focus group discussions and partners. The program staff in-country can support and organise focal group discussions, except for those intended for direct program participants. All communication and coordination in the countries for collecting data is the consultant's responsibility. The consultant is also responsible for ensuring consistent ethical consent practices for data collection.
- Follow the WWF-Pacific Code of Conduct and ensure that all the Consultant's personnel (if relevant) are following the Code of Conduct and the policies of WWF-Pacific and a declaration to this effect is signed by them.
- Submit the deliverables on time
- Maintain the confidentiality of all information gathered. Before undertaking, the consultant will have to declare that the information gathered would not be used for a purpose other than for those stipulated in the TOR.

Responsibilities of WWF-Solomon Islands

WWF-SI is required to:

- Provide relevant documentation and program/project reports for the Evaluation's purpose in a timely manner.
- Hold the responsibility for the provision of feedback and comments for inception report, tools, questionnaires, draft report, and presentations as per the agreed timeframe.
- Provide templates for the final publishable reports and presentation.
- Keep the relevant stakeholders (who are to be interviewed by the consultant) informed about the evaluation purpose.

- Facilitate necessary arrangements for meetings and presentations when relevant
- Review the timeline of evaluation and make necessary amendments in consultation with the consultant.
- Provide payments to the consultant as per the agreed schedule upon completion of minimum requirements.

J. DISSEMINATION STRATEGY

WWF-SI will share the findings of the evaluation with WWF-NL (includes the management response), and with communities, partners, key stakeholders (internal and external). The full evaluation report as well as the executive summary, and management response will be posted on WWF Pacific website and made available for publishing to donors following WWF-SI's commitment to transparency and accountability.

WWF-SI will also use the findings to inform program development, organisational learning, accountability and advocacy.

K. CONSULTANT SELECTION PROCESS

WWF-SI invites consultants (firms or individuals) to submit a comprehensive proposal describing and articulating the work requirements outlined in this TOR. The submission to the WWF-SI 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).

The technical proposal should contain the following methodological topics as a minimum:

- The evaluator's understanding of the evaluation questions
- Description of the phases related to the evaluation approach proposed
- Proposed methodology with a focus on approaches to primary data collection and validation; ensure the response captures proposed approaches to understand the experience of women, people with disabilities and other marginalised groups
- Indicate tentative sampling strategies and size based on the time allowed for the assignment
- Overview of instruments to be used for data collection
- Data analysis strategies
- Approach to ethics

All proposals will be evaluated based on internally agreed criteria as follows:

- Specific and extensive expertise in evaluation of community-led marine and coastal resource management, climate change adaptation and / or resilience programs (30%).
- Methodology and work plan including the approach, evaluation design, sampling methodology, data collection methodology, data analysis, work plan, etc (30%).
- Educational qualifications and overall experience in the development aid and conservation sector (20%).
- Presentation of the technical and financial proposal (20%).

L. SUBMISSION OF PROPOSAL

Applications addressed to the Regional Head of People & Culture, should be sent via email with the subject **“CONSULTANCY: Mid Term Evaluation – Scaling Integrated CBFM”** to ppo.hr_recruit@wwfpacific.org by close of business, Friday 12 December 2025.

Please note: Only applications with all required materials submitted will be considered.

Terms of Reference - For more information on the consultancy, the TOR can be downloaded from our website: www.wwfpacific.org

M. KEY CONTACTS

For more details, please contact: Henry Kaniki, Conservation Programme Manager, (hkaniki@wwfpacific.org); or Fred Hoasinanau, Data and Impact Monitoring Officer, (fhoasinanau@wwfpacific.org); or Jackie Thomas, Snr Advisor, (jthomas@wwfpacific.org)

ANNEX 1: NBS Review Tool and Criteria adapted for WWF SI/WWF NL Project review

A NbS review tool and criteria was developed by WWF Australia in 2024. This tool is being refined and will be available for the evaluation. It will be suitable for delivery with partner communities and stakeholders.

Note minor changes to these criteria may be made prior to the evaluation

Societal Challenge	To what extent did the project respond to societal challenges being faced by communities? The experiences of women, people with disabilities and other marginalised groups must be understood.
C1. Benefits for people and communities	P1: The project delivers livelihood and wellbeing benefits for people and communities.
C2. Benefits for climate	P2: The project is contributing to climate change mitigation and/or adaptation outcomes.
C3. Benefits for nature	P3.1: The project is protecting, restoring or regenerating ecosystems and supporting biodiversity.
	P3.2: The project is building the resilience of ecosystems or landscapes to climate change.
C4. There is a logical connection between outcomes for people, nature and climate	P4: WWF Pacific value is the project balances people, nature and climate outcomes.
C5. Sustainability and scale	P5.1: There are viable pathways to finance the replication or expansion of the project.
	P5.2: There are viable pathways to govern scale up, replication or expansion of the WWF SI community-led approaches
	P5.3: The geographic scale of the project will support sustainable outcomes.
	P5.4: The project approaches are integrated with complementary plans or government policies, and seeks synergies across sectors.
C6. Empowering and participatory governance	P6.1: Participants, partners and stakeholders have been consulted and are actively engaged in decisions about the project throughout the life of the project.
	P6.2: The project responds to needs or opportunities as prioritised by local people or stakeholders.
C7. Safeguards	P7.1: Children and other vulnerable or marginalised people are able to participate safely in the project.
	P7.2: Grievance, feedback and reporting mechanisms are in use, and accessible to participants, communities, staff, partners and other stakeholders.
	P7.3: Environmental and Social Safeguards (ESSF) are in place and adhere to the principle of 'do no harm'.
C8. Inclusion	P8.1: The project has mechanisms in place to ensure women are actively involved in project and activity design, implementation and decision making.
	P8.2: The project has mechanisms in place to ensure people with disabilities are actively involved in project and activity design, implementation and decision making.
	P8.3: The project contributes towards transformational change for women, people with disabilities and other vulnerable or marginalised people.
C9. Indigenous and traditional knowledge	P9.1: Indigenous peoples / traditional custodians are involved in the project design, implementation and/ or decision making.

	P9.2: The rights of Indigenous peoples, and other stakeholders, are acknowledged and respected - including access to land, resources, and knowledge.
C10. Organisational capacity and adaptive management	P10.1: The project team can access the expertise they need and has the capacity to implement the project.
	P10.2: Projects plans, implementation and approaches respond to learning, feedback and shifting realities.