



Terms of Reference

Rapid Biodiversity Assessment Consultant

20 October 2025

Supervised by: WWF Pacific PNG Conservation Program Manager
Work location: Pomio, East New Britain Province, Papua New Guinea
Duration: 25 days (16 days for field activities, 4 days for travel between sites and 5 reporting days)
Starting Date: 3rd November 2025

Project Name	Pomio Rapid Biodiversity Assessment
Project Locations	Pomio, East New Britain, Papua New Guinea
Project Reference Number(s)	PG203600 and PG203300

1. Background

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.

WWF has three goals that outlines its ambition, the cross-cutting nature of its work, and what WWF is working towards long-term: empowered Pacific peoples, integrated ocean management, and climate resilient Pacific nations. WWF's 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. WWF 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.

Pomio District in East New Britain Province is currently WWF PNG's most active site spanning from tropical rainforest conservation to shoreline, inshore and potential offshore conservation. This region of the New Britain island is a biological marvel hosting 49 mammal and 64 bird species including the recently re-discovered New Britain Goshawk¹. Herpetofauna and insects are also present in relatively high numbers with opportunities for more discoveries. Floral species include exotic orchids such as the Pomio Brown and the notable tree species, Kwila. It is also home to the Nakanai Karsts tentative World Heritage Site Listing under UNESCO. Further background information into Pomio's culture and socio-economic scene can be found [here](#).

In the face of consistent logging and palm oil expansion threats, WWF PNG is working closely with local communities and leaders to conserve these pristine rainforest ecosystems through formal recognition as community conservation areas (CCAs) or other effective area-based conservation measures (OECMs). As per the Protected Areas Act (2024), application for the formal recognition of all protected areas must entail a rapid biodiversity assessment of the area that will provide basal evidence of focal species that are in the IUCN Red List, CITES, PNG Protected Species (CEPA's Red Book), endemic or have immense cultural significance to the indigenous peoples and local communities (IP&LCs) within these areas. The assessment must also present the state of the ecosystem in these areas to be intact and free from immediate external pressures.

In this regard, WWF PNG Country Office is seeking a suitable individual, company or organization that possess the appropriate expertise and skills to conduct a rapid biodiversity assessment in Pomio, East New Britain Province, within a specified time frame.

¹ Gabriel. J (2024) – Pomio Landscape Assessment Report

2. Objectives of the consultancy

The Consultant will be responsible for delivering the following objectives:

- **Basic marine and terrestrial biodiversity survey techniques, GPS use and mapping training:** Design training materials & plans for 30 (5 youths each from 6 communities) local participants and conduct basic marine and terrestrial biodiversity survey techniques, GPS use and mapping training for youths in 6 partner communities to support rapid biodiversity assessments and mapping for at least 2 proposed community conservation areas.
- **Rapid Biodiversity Assessment:** Design survey methods, conduct species presence and diversity assessments for mammals, birds, insects, reptiles, frogs, freshwater macroinvertebrates and **plants** in the proposed [Mamusi](#) and Inland Pomio ([Pakia](#) & [Mile](#)) community conservation areas and produce assessment report.

Deliverables are outlined below (Table 1).

3. Scope of work and methodology

Under the main objectives, the consultant will be required to:

1. **Basic biodiversity survey techniques, GPS and Mapping training:**
 - Design training materials & plans for local participants based on community profiles that will be provided.
 - Conduct basic biodiversity survey techniques training for at least 30 youth participants to support rapid biodiversity assessments in the proposed community conservation areas.
2. **Rapid Biodiversity Assessment:**
 - Carry out a literature review of previous biological research done in or within the close vicinity of Pomio, New Britain and or New Guinea Islands of similar island ecology.
 - Design biological survey methods based on site profiles provided.
 - Conduct terrestrial species presence and diversity assessments for 2 proposed community conservation areas.
 - Produce a scientific report on the findings in each proposed community

conservation areas.

- Produce condensed factsheets outlining key findings and results.
- One hour presentation to WWF PNG team, DDA and relevant stakeholders on the key findings and recommendations

The resulting rapid biodiversity assessment report as well as validated boundary maps will serve as attachments to Protected Area Applications that will be submitted to the Conservation Environment and Protection Authority, hence the following guiding questions must be answered in the final report:

- *Are there species that are categorized as threatened or protected (e.g., listed by IUCN, CITES)?*
- *Are there endemic species of conservation concern?*
- *Is there aggregation of species of conservation concern in a restricted geographic distribution?*
- *Are there important habitats of conservation concern for species life cycle (e.g., areas of aggregation, refugia, and spawning, breeding, nursery and/or migration routes)?*
- *Are there unique, vulnerable, fragile and/or rare habitats of conservation concern (e.g., isolated island, cave, deep sea)?*
- *Are there unique and/or rare landscape/seascape of scenic beauty?*
- *Are there important areas of conservation concern for local livelihood in sustainable recourse use?*
- *Are there important areas of conservation concern for local culture and tradition?*

4. Deliverables/expected outputs

See table 1 below.

5. Required profile

Expertise/knowledge Required

The ideal individual, organization or firm must have:

- Appropriate resources and materials for basic terrestrial biodiversity survey techniques training for indigenous peoples and local communities.
- Extensive expertise in biological research and monitoring particularly in conducting biological surveys for the following taxa groups:
 - Mammals (flying and non-flying)
 - Birds

- Frogs and reptiles
 - Insects
 - Plants
 - Freshwater macroinvertebrates (bonus)
- CITES Approved wildlife monitoring equipment such as mist nets, binoculars, camera traps, GPS, funnel traps, mammal traps, etc.

Experience and skills required

The ideal organization or individual must possess the following experiences and skills:

- Proven experience in conducting basic biological monitoring survey techniques and GPS use and mapping training to local communities.
- Proven experience in conducting biodiversity assessments and coastal environmental monitoring.
- Established background and experience in scientific data collection and journal publication.

6. Application

- Cover letter expressing the applicant's interest and relevant experiences in conducting biological surveys and assessments in country.
- CV or Organizational Profile presenting CV's of specific staff with appropriate expertise, skills and experience
- Report(s) of most recent biodiversity assessment.

Applications should be submitted to: ppo.hr_recruit@wwfpacific.org

Table 1: Consultancy Activities and Outputs/ deliverables:

Number of Objectives	Objective:	Activities and Scope:	Outputs/deliverables:	When
1	Basic biodiversity survey techniques, GPS and mapping training	Design training materials & plans for local participants based on community profiles that will be provided.	Training Materials and plan for basic biodiversity survey techniques, GPS and mapping training – Simplified and appropriate training materials for individuals from local communities to understand. Training plan outlining basic theory and field lessons.	7 th November
		Conduct basic biodiversity survey techniques training for youths to support rapid biodiversity assessments in 2 proposed community conservation areas.	Training Report – Report containing all participant data, modes of delivery and break up of lessons and the achieved outcomes.	Upon completion of trainings in all sites.
2	Rapid Biodiversity Assessment	Carry out a literature review of previous biological research done in or within the close vicinity of Pomio and the overall island of New Britain.	Literature Review – A compilation of all past and recent biological, environmental and anthropological surveys, research, case studies and any other relevant documented biological reports	7 th November

		Design biological survey methods based on geography and socio-economic data that will be provided.	Survey Plans – Plan outlining the survey methodologies for different taxa groups, equipment, resources and labour to be utilised.	10 th November
		Conduct species presence and diversity assessments for mammals, birds, frogs and reptiles, insects, plants and freshwater macro invertebrates in 2 proposed terrestrial community conservation areas.	Daily Journal – daily record of activities on site during field surveys and key findings, lessons and challenges encountered.	21 st November
		Produce a scientific report on the findings in each proposed community conservation areas.	Rapid Biodiversity Assessment Report – A detailed scientific report presenting the equipment, methodologies and techniques used, the classes surveyed, the results and the confirming statistical analysis. The report should also discuss recommended conservation actions.	28 th November

		Produce condensed factsheets outlining key findings and results.	Condensed Factsheets - Synoptic factsheets presenting key findings of each survey site as well as a PowerPoint presentation to communicate findings to WWF's Conservation Programme and the communities.	28 th November
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Annex: Additional Resources and References