

PARTNERSHIP INITIATIVE FOR SUSTAINABLE LAND MANAGEMENT (PISLM)

TERMS OF REFERENCE

Regional Land Expert

Project: Caribbean Small Island Developing States (SIDS) Multicountry Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS SOILCARE Phase 1)
Post title: Regional Land Expert
Duration: 24 Months
Duty station: Home Country
<p>To Apply: Individual consultants are invited to apply for this opportunity. Please email info@pislmsids.org the following:</p> <ol style="list-style-type: none"> 1. Cover Letter 2. Curriculum Vitae 3. List of Three References <p>Please use the email subject line: Application for National Consultant (Regional Land Expert) under the SOILCARE Project.</p> <p>In the event that clarification questions are asked, the answers will be found at this site: www.pislmsids.org</p> <p><i>The deadline for submission is October 31, 2022.</i></p>

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To enable Caribbean SIDS to respond to these challenges and to ensure complementarity and synergy, a Partnership Initiative was formulated as an integral part of the Technical Programme of the Caribbean SIDS Programme; an initiative adopted in Decision 4, of the XIV Forum of Ministers of the Environment for Latin America and the Caribbean held in Panama in November 2003.

The PISLM received the support and guidance of the 25th Special Meeting of the Council for Trade and Economic Development (COTED) [Environment], held in April 2008 in Guyana, where it was decided, inter alia, that *PISLM should be used as the framework for the implementation of the United Nations Convention to Combat Desertification (UNCCD), and the Land Management components of the Barbados Programme of Action (BPOA) and the MSI/BPOA in Caribbean SIDS, to the extent practicable*

The PISLM has as its major components: the elaboration of National Action Plans (NAPs), the establishment of a Regional/Sub-Regional Platform for the implementation of the UNCCD, including the building of complementarities with other MEAs; the elaboration of integrated sub-regional Action Plans (SRAP); the development of methods and tools for monitoring and measuring land degradation; the training, research, capacity development, and policy analysis; South-South Cooperation; Targeted GEF Interventions; and the harmonization of Public Policies on Land Degradation and Land Management.

Today, the PISLM is an independent inter-governmental organization coordinated by the PISLM Secretariat and hosted by the Cooperative Republic of Guyana



Partnership Initiative on
Sustainable Land Management



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BACKGROUND

The “Caribbean Small Island Developing States (SIDS) Multi-Country Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS_SOILCARE Phase 1) Project was approved for implementation in September 2021. The objective of the CSIDS SOIL CARE Phase 1 project is to strengthen Caribbean SIDS with the necessary tools for adopting policies, measures, and best practices and support the review of legal and institutional frameworks to achieve Land Degradation Neutrality (LDN) and Climate Resilience. This project will assist countries in reporting to the UNCCD and implementing their LDN Targets. The following countries are participating in the project: Antigua and Barbuda, Barbados, Belize, Grenada, Guyana, Haiti, Jamaica, and St Lucia.

The Project has five (5) components:

1. Update and strengthen national and regional soils information, technical capacity, and coordination as a basis for improved decision making including Sustainable Soil Management (SSM) and Sustainable Land Management (SLM)
2. Addressing the drivers of land degradation through the rehabilitation of land and soil degraded areas and the promotion of integrated landscape management and restoration and the identification and implementation of livelihood alternatives for communities
3. Resilience building to land degradation, natural disasters, and climate change through climate-smart agriculture and enhanced drought risk management
4. Enhancement of food systems and alternative livelihoods through the promotion of innovations in agriculture and livestock production systems and mobilization of the private sector in support of LDN Special Climate Change Fund (SCCF)
5. Mainstreaming SLM and SSM, strengthening knowledge management, enhanced training and capacity development, building financial capability to implement SLM, the Regional LDN Strategy, and monitoring and evaluation

ORGANIZATIONAL LOCATION:

The Regional Land Expert will be based in their respective home territory (work remotely). The Regional Land Expert will be accountable to the Executive Director of the PISLM Secretariat located in Georgetown, Guyana, the Executing Agency for the Regional Project entitled “*Caribbean Small Island Developing States (SIDS) Multicountry Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS_SOILCARE Phase 1).*”

OBJECTIVE OF THE POST:

The purpose of the Regional Land Expert is to undertake an assessment of Land and Soil Degraded Areas for each target landscapes in Haiti, Guyana, St. Lucia, Grenada, Barbados, and Jamaica drawing on available tools and experiences in the Caribbean. The Regional Land Expert will also be required to undertake a Land Capability Analysis to understand underlying constraints in Belize, St. Lucia, Carriacou-Grenada, Jamaica, and Barbados as well as a review and assessment of all available data in the project entitled “*Caribbean Small Island Developing States (SIDS) Multicountry Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS_SOILCARE Phase 1).*”



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The Land Expert will play a critical role in developing baselines, indicators, and methods for monitoring the transition to Climate Smart Agriculture as they are practically non-existent in the participating countries, taking into consideration the percent of women-led/youth-led farms that improved their practices, monitored by the High Nature Value Index, with a target of 80%. The land expert will work with the PISLM Secretariat and the Project Manager as well as the responsible in-country Ministries in the participating countries responsible for land to ensure that the number of hectares covered by the Intervention Plans (IP) and Participatory Strategies for Rehabilitation and Restoration (PSRR) are accomplished: Barbados: 2,000 hectares; Grenada: 2,000 hectares; Guyana: 4,000 hectares; Haiti: 5,000 hectares; St Lucia 2,000 hectares.

DUTIES AND RESPONSIBILITIES:

1. The Regional Land Expert will be required to:

- Provide technical support on Sustainable Land Management, Geographic Information Systems, and Remote Sensing activities, to national agencies and stakeholders for the implementation of an integrated approach to planning and sustainable land management in the context of CSIDS – SOILCARE Phase 1
- Assess each of the Land Degraded Areas to determine their current land use, related drivers, pressures, status, impact, and responses (DPSIR) for land degradation, i.e., conduct the ground diagnostic and participatory mapping of land use/soil type and degradation processes (status, trends, drivers and impacts), such as soil erosion, nutrient, and pH imbalance, salinization, land mining, contamination, and climate change impacts - sea-water intrusion, drought, and flooding, etc
- Organise a participatory evaluation and selection of the most effective SLM best practices (to prevent, reduce and restore) for the main land use systems and land users (typology).
- Conduct interviews with local decision-makers and potential partners, using questionnaires and focus group discussions, on recent land use trends and on experiences in land planning, sectoral support measures, and “best” management practices (sustainability, cost-effectiveness, resilience to climate change, accessibility, as well as knowledge of policy and regulations).
- Develop an SLMR action plan, based on the priority issues identified in the selected territory, considering current trends, drivers of change, and trade-offs between different land use /management options (for the forest, pasture/rangeland, cropland as well as mined and peri-urban areas as appropriate) and identify required technical support and conflict resolution, funding and other incentive mechanisms for its implementation.
- Carry out a systematic assessment of climate risks, their possible impacts on the baseline and the alternative scenarios and conceivable response measures under these scenarios presented in the form of climate risk assessment
- Identify opportunities aimed at contributing to better management of soil and land mainstreamed and integrated into the Participatory Strategies and implemented.
- Promote community-private sector partnerships as a means of creating livelihood options for the participating communities.
- Review and familiarize with available land and water resources databases, information systems, land use and development plans, guidelines for environmental and agricultural planning, policies and regulations pertaining to land planning, sustainable land management, and restoration in the participating countries
- Prepare technical guidance on approaches and document the support to participatory land/territorial diagnostic methodology and planning process, collecting information for identifying priority land areas for land restoration, sustainable land management, and information for land use planning and SLMR, that takes into account existing data, indicators, participatory land/territorial planning;



- Develop guidelines for participatory land /territorial planning and Land Use Planning with stakeholders from the local to the regional level for implementing land degradation neutrality (LDN) through scaling out adapted sustainable land management measures to prevent and reduce degradation and restore degraded lands;
- Develop a decision support strategy for sustainable management and restoration/reclamation of land, soil, and water resources (SLMR) at farm-household and territorial/landscape level

DELIVERABLES:

The table below outlines the deliverables expected from the Regional Land Expert for the duration of the contract.

Deliverables	Project Outputs
Participatory strategies for rehabilitation and restoration and Intervention plans are available and implemented based on the hot and bright spots identified in the land degradation assessment	Prepare and submit an assessment report of the degraded land areas to determine their current land use, related drivers, pressures, status, impact, and responses (DPSIR) for land degradation
	Organise a participatory evaluation and selection of the most effective SLM best practices (to prevent, reduce and restore) for the main land use systems and land users (typology) and submit a report
	Conduct, prepare and submit a report on the interviews with relevant stakeholders on recent land use trends and on experiences in land planning, sectoral support measures, and “best” management practices (sustainability, cost-effectiveness, resilience to climate change, accessibility, as well as knowledge of policy and regulations).
	Prepare and submit an SLMR action plan, based on the priority issues identified in the selected territory, taking into account current trends, drivers of change and trade-offs between different land use /management options (for the forest, pasture/rangeland, cropland as well as mined and peri-urban areas as appropriate) and identify required technical support and conflict resolution, funding and other incentive mechanisms for its implementation.
	Prepare and submit an assessment report on the systematic assessment of climate risks, their possible impacts on the baseline and the alternative scenarios and conceivable response measures under these scenarios presented in the form of climate risk assessment
	Identify and submit a report on opportunities aimed at contributing to better management of soil and land mainstreamed and integrated into the Participatory Strategies and implemented
	Develop and submit guidelines for participatory land /territorial planning and Land Use Planning with stakeholders from local to the regional level for implementing land degradation neutrality (LDN) through scaling out adapted sustainable land management measures to prevent and reduce degradation and restore degraded lands



	Prepare and submit a report on a strategy that would be used for sustainable management and restoration/reclamation of land, soil, and water resources (SLMR) at the farm-household and territorial/landscape level
Land use, food, and livelihood systems assessed as a basis for identifying alternative options and innovations and setting a baseline for monitoring, as a basis for developing Resilient Food Production Systems and Alternative Livelihood Options	Undertake and submit a report for a Land Capability Analysis to understand underlying constraints in Component 4.1.1. as well as a review and assessment of all available data in Components 2.1.1.; 3.1.1. and 4.1.1.

2. Reporting

- The Regional Land Expert will report to the Project Manager on a day-to-day basis and submit standard project reports (progress reports, financial reports, etc.) to him/her within set deadlines. Further, the Consultant would report to the Executive Director (ED), and or his representative on the policy and/or international components of the project.
- Every report shall provide a complete account of all aspects of implementation for the period covered and be laid out in such a way as to allow comparison of the objective(s), the means envisaged or employed (in particular all expenses actually incurred), the results expected and obtained and the budget details for the Action. The level of detail in any report should match that of the Description of the Action and of the Budget for the Action.

3. Confidentiality

- Undertake to comply with the confidentiality policy of the PISLM, in particular, preserve the confidentiality of any document, information, or other material directly related to the Agreement and duly classified as confidential and keep them in a secure manner.

4. Visibility and transparency

- Ensure that progress and situation reports, publications, press releases and updates, relevant to this Agreement, are communicated to PISLM.
- Take all appropriate measures to publicise the fact that this project is being funded by the GEF and to ensure that information given to the press, the beneficiaries, all related publicity material, official notices, reports, and publications, shall acknowledge that those activities have been carried out "with funding by the GEF " and shall display in an appropriate way the GEF, the PISLM and FAO logos.
- With due regard to the applicable rules on confidentiality, security and protection of personal data, ensure that the Executing Agency publish, on an annual basis, including by electronic means such as the Internet, the following information on grant and procurement contracts financed by this project: title of the contract/project, name, and nationality of the contractor or grant beneficiary and amounts of the contract/.



5. **Financial Records**

- Ensure that project activities that fall under his/her responsibility are carried out and accurate and regular records and accounts of the implementation of activities are kept in accordance with PISLM rules and procedures and that this is done in a timely and efficient manner.

KEY COMPETENCIES:

- Values/governing principles;
- Personal development;
- Leadership and personal effectiveness;
- Knowledge of constructing and handling relations.

FUNCTIONAL COMPETENCIES:

- Planning, organization, and accomplishment of multiple tasks
- Knowledge of work/technical experience

REQUIRED SUITABILITY AND EXPERIENCE:

- Bachelor's Degree or title of Masters of Natural Resources, Environmental, Right Management and/or Management of Projects or other relevant qualification. The title of Master can be replaced with several years of accumulated progressive experience.
- At least five years of progressive professional experience.
- Must be able to direct complex natural resources projects that involve communities.
- Knowledge of a participative approach to natural resources management could be an advantage.
- Solid organizational abilities.
- Demonstrated capacity to work for groups.
- Solid interpersonal abilities
- Ability to use analytical tools and logic to obtain, and define information, situations, and problems and draw logical conclusions from the data.
- Make appropriate decisions in time and form, considering several subjects simultaneously and complex.
- Fluidity in English. Knowledge of other United Nations languages, in particular French, can be an advantage.
- Command of present applications such as office software; basic knowledge of finances and command of several financial software and spreadsheets.

Selection Criteria

- Degree in environmental sciences, curriculum development
- Minimum of 5 years of work experience
- Proven experience in environmental data analysis
- Proven strong writing skills

Language and other skills:

- Excellent oral and written communication skills in English



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EVALUATION CRITERIA

Category	Description	Weighting
1	Qualifications of consultant and availability to report for assignment	25
2	Adherence to TOR specifications and related requirements, i.e., understanding of required duties and responsibilities	30
3	Experience with similar work	25
4	Demonstrated track record of success supported by references	25
	Total	100