

GRENADA COMMUNITY DEVELOPMENT AGENCY (GRENCODA)**Terms of Reference: Benthic and Fish Biomass Baseline Study****1. Position Information**

Project Title:	Community-based Coastal Ecosystem Management for Climate Adaptation in Selected Areas of Grenada
Procurement ID:	AS2
Job Title:	Benthic and Fish Biomass Baseline Study
Duration:	4 Months
Expected Start Date:	January, 2018
Working Nature:	Short-term Consultancy
Location:	Grenada
Supervisor:	Grenada Community Development Agency (GRENCODA)

2. Background Information

The German Ministry for Economic Cooperation and Development (BMZ) is supporting the Caribbean Community (CARICOM) through a €12.9 million Coastal Protection for Climate Change Adaptation in the Small Island States in the Caribbean project over the next 5 years. The Project seeks to pursue the implementation of local adaptation measures for the sustainable improvement of coastal ecosystems relevant for climate change adaptation in Grenada, Jamaica, Saint Lucia, and St. Vincent and the Grenadines. The design of the Project is based on an agreement made between KfW (the German Development Bank) and the Caribbean Community Climate Change Centre (CCCCC) through the CARICOM Secretariat. The Project shall follow a bottom-up approach in which governmental and non-governmental institutions in participating countries can apply with proposals to pursue Local Adaptation Measures. The Local Adaptation Measures will be prepared by the participating organizations with support from the CCCCC.

3. Project Overview

The Grenada Community Development Agency (GRENCODA) is an NGO that envisions the development of a society based on principles of equity, social justice and inclusiveness. Its mission is to provide guidance and support to rural individuals, families and communities, to improve their quality of life. GRENCODA has made a decisive contribution to the life of hundreds of rural folks, farmers, fisher folks, craft and small artisans, women and youth. Among its major

accomplishments have been: Pioneering and formation of the Legal Aid and Counselling Clinic (LACC) 1988 and continuing; Creating a Student Assistance Programme (SAP) supporting poor families to access secondary and tertiary education for children/students, 1986 and continuing; Coastal Resource Management Project 1996 - 1997. Networking with local, regional and international organizations is part of the modus operandi of GRENCODA.

To improve adaptation to climate change, Grenada as a Small Island Developing States (SIDS) was instrumental in the establishment of the Caribbean Challenge Initiative (CCI) and pledged to protect at least 20% of its near-shore marine and coastal environment by 2020. Grenada has also produced and is in the process of implementing several policy directives and projects directed towards increasing resilience to climate change. GRENCODA through implementation of this project plans to enhance ecosystem services provided by coral reefs to reduce the effect of climate change on vulnerable coastal communities on Grenada's west coast by:

- a. Fostering the creation of an effectively managed MPA on Grenada's West Coast
- b. Increased Public awareness of, and Community Resilience to the adverse impact of climate change

4. Scope of Work

The consultant will conduct a comprehensive study of the marine habitat types (i.e. coral, seagrass, sand etc.) within the boundaries of the proposed GoMPA. The consultant should utilize the Atlantic and Gulf Rapid Reef Assessment (AGRRA) Methodology to investigate the current reef fish diversity, abundance and biomass, along with the percent cover of living substrate (i.e. algae, coral, sponge, etc.). The findings of the assessment would form the bases for comparison, as management interventions are implemented within the GoMPA. The Grenada Community Development Agency (hereafter referred to as GRENCODA) acting through the Project Manager will provide support to the consultant to get the tasks outlined below completed.

The consultant will conduct the following tasks to achieve the objectives of the assignment:

Task 1: Prepare a Work Plan

An inception meeting will be held between the consultant, GRENCODA and other partner agencies to (i) review and discuss the process for conducting the assignment; (ii) determine roles and responsibilities; (iii) identify preliminary background information related to the assignment (include ecosystem indicators prioritized during ecologic field visit); (iv) identify possible risks and mitigation measures and (v) finalize a draft work plan and timetable prepared by the consultant. The final work plan will be prepared by the consultant and submitted for approval to GRENCODA. The work plan will guide this assignment to facilitate timely completion of all tasks and satisfactory end results.

Task 2: Develop a Survey Plan

Develop a comprehensive survey plan using appropriate methodology in collaboration with the Fisheries Division. This plan must be reviewed and approved by GRENCODA prior to

implementation. This survey plan should detail how the assessments will be completed (i.e. methodology & number of sites). Site selection should use high resolution satellite imagery (e.g. Google Earth) to select sites and cover a range of depths and in-shore to offshore settings.

Task 3: Resource Assessments

The consultant will:

1. Implement the approved survey plan.
2. Assess the abundance and diversity of fish species on at least 6 survey sites.
3. Assess the abundance and health of corals on at least 6 survey sites.
4. Establishment of permanent coral monitoring station at each monitoring site.
5. Data collected during the survey entered into an electronic spreadsheet for analysis.

Task 4: Training Session

Conduct introductory training session with partners/stakeholders who may be involved in future monitoring and assessments.

Task 5: Prepare Final Report

Submit final report to GRENCODA on activities conducted further to the tasks outlined in this ToR. These reports will provide relevant information on the diversity and abundance of fish populations present within the area.

4.1.1. Key Deliverables

Tasks	Output	Expected completion	Payment Schedule
Task 1: Prepare a Work Plan	Approve work plan	January, 2018	20%
Task 2: Develop Survey Plan	Draft survey plan for the proposed GoMPA	February, 2018	40%
Task 3: Resources Assessment	Completed survey (Fish & Coral) within the proposed GoMPA	March, 2018	30%
Task 4: Training Session	Introductory training session with partners/stakeholders.		
Task 5: Prepare Final Consultancy Report	Final report of the coral reef health within the proposed GoMPA	April, 2018	10%

5. Length of Contract

This consultancy is scheduled to commence on January 2, 2017 and will last for 4 months.

6. Value of Contract

Proposals to provide these services (including professional fees) described above, shall not exceed US\$15,000.00

7. Qualifications

Execution of this Terms of Reference requires a consultant with the following qualifications:

- At least a bachelor's degree in biology, ecology, marine resources management, natural resource management or other related field, with a good background in marine protected area management and/or land use planning and zoning.
- A minimum of 5 years of experience in completing ecological assessments of near-shore and marine ecosystems (mangrove, seagrass and coral reef and fisheries resources) and an in-depth knowledge of methodologies for carrying out ecological assessments of these ecosystems.
- An in-depth knowledge of coral reef ecology and Caribbean shallow marine ecosystems.
- Ability to use geographic information systems (GIS) to produce data and mapping information.
- PADI dive certification.
- Excellent organizational, written, and verbal communication skills in English.
- Ability to communicate on a regular basis via phone, email and other electronic media (i.e. Skype, Zoom, GoToMeeting, etc.).

8. Application Process

Individuals interested in providing the services described above should email letter of interest, full curriculum vitae (including a description of their experience conducting similar assignments) to;

Ms. Ezra Campbell
Project Manager
grencoda5cproject@gmail.com

Candidates applying for this consultancy will be evaluated as per the evaluation scale below. The candidate with the highest score above the minimum score of 80% will be invited to negotiate a contract.

#	Description	Weighting
<i>Minimum Technical Score - 80 points</i>		
A	A bachelor's degree in marine biology, natural resources management, environmental science or other related field, with a good background in marine protected area management.	20
B	Adherence to ToR's specifications and related requirements: a clear understanding of required deliverables.	10
C	Displayed capacity for similar work (e.g. experience designing and conducting baseline assessment of marine resources i.e. coral, seagrass sand etc.)	20
D	Demonstrate in-depth knowledge of methodologies for carrying out ecological assessments of these ecosystems	20
E	Demonstrate ability to use Geographic Information Systems (GIS) to produce data and mapping)	10
F	PADI dive certification	10
G	Ability to submit concise and well written analytical report on the results of the survey in English	5
H	Demonstrate excellent organizational and time management skills (availability to conduct the study and prepare the report in the allotted time is important)	5
	Total	100

Deadline for submission of application extended to: Friday 29th December, 2017