



# **SWM** **PROGRAMME**

922 Parcel, Culvert City  
Central Rupununi  
Region No.9  
Office Tel. No.: 592-693-8067  
Email: [hr@wildlife.gov.gy](mailto:hr@wildlife.gov.gy) &  
[swm.guyana@gmail.com](mailto:swm.guyana@gmail.com)

## **TERMS OF REFERENCE FOR FULL TIME- TECHNICAL CONSULTANT (NATIONAL)**

### **1. BACKGROUND**

The Sustainable Wildlife Management (SWM) Programme in Guyana aims to support sustainable wildlife use while strengthening the rights, food security, and livelihoods of Indigenous Peoples and Local Communities (IPLCs). A cornerstone of the program is the Community-Based Rights Approach (CBRA), which necessitates the operationalization of wildlife co-management systems, which requires the development of a Wildlife Co-management Plan to guide practical implementation of shared management responsibilities between government agencies and IPLCs. These plans must be technically sound, socially inclusive, ecologically informed, and practically implementable at the community and institutional levels.

The Technical Consultant will lead the design, coordination, and drafting of the technical, operational, institutional, and participatory components of the Wildlife Co-management Plan for two regions on Guyana, working closely with the Legal Consultant to ensure alignment between technical feasibility and legal requirements.

### **2. OBJECTIVES OF THE ASSIGNMENT**

The main objective of the Technical Consultant is to guide, coordinate, and draft the Wildlife Co-management Plan for two regions in Guyana to ensure it:

- Is grounded in ecological principles and sustainable wildlife management practices.
- Reflects IPLC knowledge systems, customary practices, and livelihood realities.
- Clearly defines practical co-management structures, roles, and workflows.
- Is feasible, implementable, and responsive to local institutional capacities.
- Integrates FPIC principles and inclusive, gender-responsive participation.

### **3. QUALIFICATIONS AND EXPERIENCE**

#### ***Essential:***

- Education: Advanced degree in Natural Resource Management, Wildlife Biology, Forestry, Environmental Management Development Studies, or a related field is highly desirable.
- Professional Experience: Minimum of 5 years of progressively responsible experience in wildlife management, community-based natural resource management, or participatory environmental planning.
- Policy Development: Demonstrated experience in contributing to, supporting, or advising on national policy development processes involving multiple government agencies and non-governmental stakeholders.
- Stakeholder Engagement: Proven ability to facilitate stakeholder consultations and to work respectfully and effectively with Indigenous Peoples and Local Communities (IPLCs), applying principles of Free, Prior, and Informed Consent (FPIC) and understanding of customary law.

#### ***Competencies:***

- Excellent research, analytical, and technical drafting skills.
- Strong ability to navigate complex government and multi-stakeholder environments.
- Exceptional written and oral communication skills in English.
- Experience working respectfully with IPLCs.



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- Commitment to the principles of social equity, gender equality, and rights-based conservation.

## 4. STATEMENT OF WORK

The Technical Consultant will work under the supervision of the GWCMC and the SWM/FAO. All outputs shall be submitted for review and approval. Payments will be made in accordance with the agreed payment schedule upon satisfactory completion of deliverables.

### **a) Task 1: Inception Meeting and Report**

- Conduct an inception meeting with relevant stakeholders.
- Prepare an inception report including methodology, work plan, consultation strategy and timetable.

### **b) Task 2: Technical and Institutional Assessment**

- Assess existing wildlife management practices, institutional arrangements, and community governance systems.
  - Identify strengths, gaps, constraints, and enabling factors.

### **c) Task 3: Review of Existing Policies, and Planning Instruments**

- Support the review of relevant policies, plans, and frameworks.
  - a. Coordinate with the Legal Consultant to ensure alignment.

### **d) Task 4: Stakeholder Engagement and Consultations**

- a Design and lead participatory consultations with IPLCs, Village Councils, government agencies, and civil society.
  - a. Apply FPIC and gender-responsive approaches.
  - b. Integrate stakeholder inputs into revised drafts of the plan.

### **e) Task 5: Drafting of the Wildlife Co-management Plans**

- Lead drafting of technical and operational sections including governance structures, monitoring frameworks, benefit-sharing mechanisms, and capacity-building pathways.
- Coordinate closely with the Legal Consultant to ensure technical and legal coherence.

### **f) Task 6: Stakeholder Review of Draft Plans**

- Facilitate stakeholder review of draft plans.
  - a. Prepare a report summarizing feedback.

### **g) Task 7: Finalization and Submission**

- Prepare revised drafts incorporating feedback from stakeholders, GWCMC, and SWM.
- Ensure the final Wildlife Co-management Plan is coherent, implementable, and ready for formal review and endorsement.

## 5. KEY DELIVERABLES

- - Inception Report and Technical Assessment Report (Tasks 1–2)
- - Reviewed Summary of Relevant Policies (Task 3)
- - Stakeholder Consultation Report (Task 4)
- - Draft Wildlife Co-management Plans (Task 5)
- - Stakeholder Review Report (Task 6)
- - Final Wildlife Co-management Plans (Task 7)

## 6. DURATION OF ASSIGNMENT

The consultancy is expected to be completed over a period of five months from the date of contract signing.



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## 7. REPORTING AND SUPERVISION

The Technical Consultant will report to the GWCMC/ SWM Programme under the supervision of the Site Coordinator/Country Coordinator and the FAO SWM legal team. The Technical Consultant will work in close collaboration with the GWCMC, the legal consultant, Indigenous Peoples' representatives, civil society organizations, FAO, and development partners.

### **Applicants are invited to submit:**

- A Technical Proposal outlining methodology, work plan, and relevant experience.
- A Financial Proposal linked to the above deliverables.

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**Employee's Signature**

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**Date:**



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