



**AMAZON SUSTAINABLE LANDSCAPES PROGRAM**  
Strengthening management of protected and productive landscapes in the Surinamese Amazon

## TERMS OF REFERENCE

### 1. Position Information

<b>Office/Unit/Project</b>	Suriname/ Ministry Land Policy and Forest Management (GBB)/ Foundation for Forest Management and Production Control (SBB) Project: Strengthening management of protected and productive landscapes in the Surinamese Amazon
<b>Functional Title</b>	SBB Sustainable Forest Management consultant – National Individual Consultant (Junior)
<b>Duty station (City and Country)</b>	Paramaribo, Suriname
<b>Type (Regular or Short term)</b>	Long-term
<b>Office- or Home-based</b>	Office based
<b>Expected starting date</b>	May 01, 2024
<b>Expected Duration</b>	Fulltime during the month April 2024-April 2027, upon satisfactory performance possibility of extension

### 2. Background

The Republic of Suriname lies on the North-Eastern Atlantic coast of South America, bordering Guyana to the West, French Guyana to the East, and Brazil to the South. It has an area of 163,820 km<sup>2</sup> and a population of just under 600,000. With more than 15.2 million ha of forest cover (93% of its total area) based on data from 2019 (Forestry sector report 2019), Suriname is one of the most forested countries in the world. Historical annual rates of deforestation below 0.1% have allowed the country to be classified as a High Forest cover, Low Deforestation rate (HFLD) country. Forests landscapes provide a multitude of environmental and social benefits, including income and food security for local communities, national income from logging and mining, and global environmental benefits such as climate mitigation and biodiversity preservation. Suriname's forests act as a carbon



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sink, making it a carbon-negative country (net carbon capture per capita of 3.3 tons). In addition, Surinamese forests provide a variety of ecological goods, including, for example: timber, game, plant material for making household items, firewood, oil from palm fruits, medicinal plants, liana and leaves as thatching material, and sand and gravel for construction purposes, as well as maintaining key ecological services, such as water protection, soil quality and climate regulation.

Suriname's forests are part of the Amazon biome. At the regional level, Suriname is located within two of WWF's Global 200 eco-regions, which are considered significant for the conservation of global biodiversity and where continuous forest remains intact (Guyana moist forests and Guyana Highlands moist forests). Surinamese forests host significant levels of biodiversity, which can be attributed not only to this significant forest cover, but also to the large variety of habitats, temperatures, and relatively low population pressures to date. The National Herbarium of Suriname, in collaboration with the National Zoological Collection of Suriname, has identified 715 bird species, 187 moss species, 343 fern species, 318 freshwater fish species, 192 mammal species, 175 reptile species, 102 amphibian species, and 5,100 plant species in Suriname. Approximately 35 to 40% of the plant species and 20% of the animal species are endemic to the Guiana Shield. The IUCN Red List has recorded 83 vulnerable and endangered species in Suriname. To protect this rich biodiversity, important carbon stocks and the many ecosystem services provided by forests, Suriname has already dedicated 13.5% of its total land area to a national protection system to preserve forests and wetlands and is committed to maintaining its HFLD status by expanding protected areas and increasing efforts towards sustainable forest and ecosystem management.

#### **Project context**

The project aims to reduce the threats to biodiversity in the Suriname Amazon by securing equitable management of its protected and productive landscapes. Being fully complementary to the ongoing GEF project to improve the environmental management of ASGM, this project targets threats related to ill-planned and illegal forestry and infrastructure, recognizing these as interacting with ASGM. It will do so through integrated approaches that deliver mutually supportive conservation and sustainable livelihood benefits. The project strategy addresses the national scale by strengthening institutional capacities for integrated landscape management and conservation and promoting enabling policies for SFM and nature tourism, among others. Field based project interventions will take place in two target productive landscapes: 1) Saamaka/Matawai landscape; and 2) the Coeroeni/Paroe landscape. The four protected areas targeted by the project include: the Central Suriname Nature Reserve (CSNR), the Sipaliwini Nature Reserve (SNR), Brownsberg Nature Park (BNP), and the Brinckheuvel Nature Reserve (BNR) (see Annex 1 for maps and more detailed



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descriptions of these areas). The implementing partner (GBB) and the responsible partners (LBB, SBB) will contribute to the project objectives with their own funds (co-financing) through the articulation of their strategies and policies for protected areas, forest management and sustainable livelihoods with the activities and outcomes of the project, in collaboration with other public and private agencies. The latter actors will directly contribute to the project with their own funds for activities that contribute to the project objectives in the targeted landscapes and at the national level (HI&T, CI, ACT, WWF, Tropenbos, SFM Group).

The project will be implemented over a period of 60 months and will be coordinated through a project management team located at the Ministry of Land Policy and Forest Management in Suriname.

### 3. Scope of Work

#### Duties and Responsibilities:

The SBB SFM junior specialist will be responsible for part of the Outputs under the control of SBB. While contracted by SBB, he/she will ensure continuous coordination with the senior specialist. He/she will carry out the following tasks:

#### Gender-inclusive participatory management of productive landscapes (component 2, 100%)

- Support In coordination with the Senior, lead the activities for the generation of Output 2.1 (Participatory sustainable forest management practices facilitated), including the supervision of grant agreements and consultancy contracts, provision of technical advice and alignment with other project components, in particular:
  - Support In collaboration with JSOOC, further strengthen and implement a permanent training programme on SFM (strengthen training center, build pool of national trainers, develop manual and education material)
  - Support the Senior SFM expert to coordinate / provide training of i) community members (men/women) in SFM and its benefits and opportunities for strengthening of livelihoods; ii) private sector in SFM principles and methodologies for sustainable value chains; iii) public sector in SFM principles and methodologies (including refreshment trainings)
  - Support the Coordination and implementation of training programs in sustainable entrepreneurship and marketing for actors in value chains related to forestry, NTFPs and agroforestry organized in collaboration with the Ministry of EZOTI



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- Establish together with the senior a structural communication with the communities within the study area, in order to allow for a continuous communication.
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- In coordination with the senior specialist, lead the activities for the generation of Output 2.2 (Key value chains for timber and non-timber forest products strengthened), including the supervision of grant agreements and consultancy contracts, provision of technical advice and alignment with other project components, in particular:
  - Support the coordination and implementation of exchanges and broadened partnerships among actors in all steps of value chains with the aim to maximize benefits for local communities (private sector entrepreneurs, communities, NGOs, research institutions and government)
  - Support the coordination and implementation and facilitate partnerships to implement Research on NTFP
  - Support the coordination and implementation the grant program for implementation of projects designed to strengthen key value chains for timber and non-timber forest products (NTFPs) while improving the livelihoods of local communities (including support to obtain machinery as relevant)
  - Oversee and coordinate all other SFM-activities within component 2 but implement them in collaboration with relevant experts
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- In coordination with the senior specialist, lead the activities for the generation of Output 2.4 (Agroforestry systems demonstrated), including the supervision of grant agreements and consultancy contracts, provision of technical advice and alignment with other project components, in particular:
  - Support the coordination the research agroforestry options for Suriname, including compilation and analysis of existing data in collaboration with relevant experts
  - Support the coordination and implementation the Training and capacity building for local communities in improved agroforestry systems
  - Support the coordination and implementation the grant programs for implementation of agroforestry projects designed to enhance utilization of local varieties, diversify livelihoods and develop supply chains
- Provide policy support to the activities for the generation of Output 3.1 (PA policy, in particular to improve the legal framework for productive landscapes by updating the Forest Management Act)



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### 4. Institutional Arrangement

The SBB SFM junior specialist will operate under supervision of the senior specialist and in close collaboration with SBB. The junior specialist is expected to interact with various departments at SBB, GBB, the ASL2 PMU, stakeholders, community-based organizations, local and international NGOs, academic institutions, and Indigenous and Tribal umbrella organizations.

### 5. Competencies

#### Minimum Qualifications

<b>Min. Academic Education</b>	BSc. in Forest Management, Sustainable Management of Natural Resources, Environmental Sciences
<b>Min. years of relevant Work experience</b>	<b>no experience necessary</b>
<b>Required skills and competencies</b>	<ul style="list-style-type: none"> <li>• Demonstrated evidence of research and reporting skills (e.g., published papers, policy analysis)</li> </ul> <u>Professionalism:</u> <ul style="list-style-type: none"> <li>• Knowledge and understanding of theories, concepts and approaches relevant to climate change, risk management and sustainable development.</li> <li>• Ability to identify issues, analyze and participate in the resolution of issues/problems.</li> <li>• Ability to exercise good judgment, think laterally and resolve complex issues in a dynamic and changing environment.</li> <li>• Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various validated research and data sources, including electronic sources on the internet, intranet and other databases are required.</li> </ul>



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	<ul style="list-style-type: none"> <li>• Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities.</li> <li>• Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.</li> <li>• Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.</li> <li>• Strong affinity with the forest and forest-based communities in Suriname</li> </ul> <p><u>Teamwork:</u></p> <ul style="list-style-type: none"> <li>• Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others.</li> <li>• Places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.</li> </ul> <p><u>Planning and organizing:</u></p> <ul style="list-style-type: none"> <li>• Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required.</li> <li>• Allocates appropriate amount of time and resources for completing work.</li> <li>• Foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.</li> </ul>
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<b>Desired additional skills and competencies</b>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>• Good understanding of national and local development planning processes in Suriname</li> <li>•</li> <li>• Gender sensitization is a strong asset</li> <li>• High integrity, strong result orientation and drive for excellence and initiative taking.</li> <li>• Excellent interpersonal and networking skills; with demonstrated ability to establish effective working relationships.</li> <li>• Experience in the usage of computers and office software packages (MS Word, Excel, PP, Adobe Creative Cloud; etc.) and advanced knowledge of spreadsheet and database packages, experience in handling of web-based management systems. Experience in using Facebook and Twitter;</li> <li>• Ability to work under minimal supervision</li> </ul>
<b>Required Language(s) (at working level)</b>	Excellent written and verbal Dutch and English skills and verbal Sranan Tongo.
<b>Professional Certificates</b>	N/A

<b>Competencies</b>	
<b>Achieve Results:</b>	LEVEL 1: Plans and monitors own work, pays attention to details, delivers quality work by deadline
<b>Think Innovatively:</b>	LEVEL 1: Open to creative ideas/known risks, is pragmatic problem solver, makes improvements





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<b>Learn Continuously:</b>	LEVEL 1: Open minded and curious, shares knowledge, learns from mistakes, asks for feedback
<b>Adapt with Agility:</b>	LEVEL 1: Adapts to change, constructively handles ambiguity/uncertainty, is flexible
<b>Act with Determination:</b>	LEVEL 1: Shows drive and motivation, able to deliver calmly in face of adversity, confident
<b>Engage and Partner:</b>	LEVEL 1: Demonstrates compassion/understanding towards others, forms positive relationships
<b>Enable Diversity and Inclusion:</b>	LEVEL 1: Appreciate/respect differences, aware of unconscious bias, confront discrimination

### 6. Conditions

- The specialist will adhere to GBB's General Terms and Conditions for individual contracts.
- No contract may commence without signatures from the Permanent Secretary of the Ministry of GBB and the junior specialist.
- The specialist will be paid a monthly salary in SRD.
- Travel and accommodation for field activities will be covered by the project.

### 7. How to Apply

Interested candidates should submit the following to [rgbbosbeheer@gmail.com](mailto:rgbbosbeheer@gmail.com) by April 05, 2024:

- Recent CV which should include qualifications, competencies, and relevant past experiences.
- Cover letter
- The subject line of the email should include " Application – SBB SFM Junior "